financial statements

Realise Futures CIC

For the year ended: 31 March 2018

Company registration number: 07828443

REALISE FUTURES CIC
(A company limited by guarantee)

COMPANY INFORMATION

Directors	Sally Butcher Fiona Kerr (resigned 27 April 2018) Philip Snowdon Prema Dorai (resigned 27 April 2018) Luke Morris (resigned 31 March 2018) Dean Willingham Melvin Cassedy Paul Storey Jennifer Brick Trevor Fayers (resigned 20 October 2017)
Company secretary	Andrea Edwards
Registered number	07828443
Registered office	Lovetofts Drive Ipswich Suffolk IP1 5NZ
Independent auditors	MHA MacIntyre Hudson Chartered Accountants & Statutory Auditors Boundary House 4 County Place Chelmsford Essex CM2 0RE

REALISE FUTURES CIC
(A company limited by guarantee)

CONTENTS

STRATEGIC REPORT
FOR THE YEAR ENDED 31 MARCH 2018

Introduction

The principal activity of the organisation was the provision of adult community learning, careers and progression advice, employment support programmes and various social business enterprises.

Fair review of the business

The governance of Realise Futures, provided by a Board of Directors consisting of seven non-executive directors and three executive directors, has continued to monitor and evaluate the effectiveness of all areas of the business. Progress against identified objectives and Key Performance Indicators (KPIs) were reported via a series of management meetings culminating in strategic reports delivered to the board on a quarterly basis. In addition, the Board has been appraised of external and corporate factors affecting the organisation on current and future operational activity to inform strategic direction.

Overall performance against 2017/18 KPIs was good; the £25,000 target for quantum saving of central overheads was exceeded as a result of reduced managerial costs and selecting alternative suppliers for telephony, audit and legal facilities. The company achieved a small profit for the year and whilst one-off unanticipated costs were incurred that reduced the projected figure, lessons have been learned that are informing improvements to accounting procedures for liabilities (i.e. VAT and Pension liabilities) and realistic budget setting/monitoring.

The two service divisions of Realise Futures continue to perform well, with excellent outcomes for individuals in receipt of our employment support and adult learning provision. RF Works, as a whole division, experienced significant challenge with the full impact of changes from the block contract to spot purchase for wellbeing placements having a negative impact on predicted income. This was further compounded by continuing commercial losses within two of the social businesses resulting in a significant loss for the division overall. The Board approved a one-year turnaround plan for the Furniture business, which was instigated in December 2017; immediate savings were realised and early indications point towards sustained improvements. The Catering business has been an area of concern for some time due to poor management and increased competition as the catering/cafe sector has expanded considerably over the past 10 years. A decision was made to close two of the poorer performing cafes during the summer of 2017 and the organisation was unsuccessful in the re-tendering process for the café in the park that had been operating for five years. This left one town centre café and the Board has agreed to focus efforts in the next year on turning it into a viable and sustainable concern. Further information reporting progress against targets is found in the Divisional Review section of this report.

Senior Management structure

A continuing programme of reviewing the effectiveness and efficiencies within the senior management team resulted in significant changes during the year to the structure of the senior management team with the removal of two posts from the establishment list.

- The Finance team has been reorganised resulting in a redefined lead role for one manager, supported by deputy, responsible for all financial operations across the business. Expert advice, where required, has and will be sought externally. To date, the removal of a Financial Director post from the establishment list has had a positive impact on the quality and efficacy of the organisation leading to improvements in knowledge and practice for the whole team. The Board has agreed to review this decision on a regular basis.
- Enhanced roles for three existing managers in the RF Works division have been created, building on skills and experience of the individuals in post. Early indications suggest that the empowerment of those individuals has benefitted the division with a clearer focus on direction and outcomes. These changes have negated the requirement for an Operational Manager for this division. Further information on outcomes for RF Works are detailed in the Division Review section of this report.
- A Business Systems & Compliance manager role was established that absorbed tasks previously assigned to a Communications Manager post. A new company-wide Quality Framework was introduced resulting in a robust review and amendment of policies and procedures that better reflect the changing requirements of the business and relevant legislation. Effective planning and communication of changes required ahead of the new General Data Protection Regulation saw an engaged workforce – across the diverse organisation – preparing for implementation in May 2018, which was successfully achieved with minimum business interruption.

Business Development

A combination of Business Development operations and good performance in existing programmes saw the successful securing of new contracts and extensions during the year:

- Realise Futures is the only provider in Suffolk to deliver the Work and Health programme (as a subcontractor for the prime Shaw Trust).
- RF Works Accreditation,
- A 2-year extension for the Provision of Supported Employment Services for Adults with Disabilities and Adults with Mental Health Needs across Essex.
- 1-year extension (up to July 2019) for the provision of adult learning across Suffolk
- 4 x Building Better Opportunities supply chain contracts in Suffolk and Essex ,
- Additional supply chain contract with Shaw Trust to deliver life-skills provision in the prison community.

The Board is determined to ensure that all three divisions of the organisation deliver at least break-even outcomes. The majority of the operations have successfully achieved this target with an overall profit for the company whilst for two of the social businesses, it proved to be more challenging with significant losses posted at end of year. Further information on action taken within those areas of concern is provided within the Divisional Review section of this report.

Divisional review
In 2017-18, the business operated in three divisions: Adult Learning, Employment and RF Works. Each division was led by an Operations Manager, responsible for the performance and development of the provision. Progress against Key Performance Indicators for the year are highlighted below.

Achievements in Adult Learning

- Secured 91% of Suffolk County Councils (SCC) Education & Skills Funding contract for adult leaning (target was at least 75%)
- Achieved 98.4% of adult learning contract value (target 97%) thereby avoiding potential clawback of £95,000
- Retained Grade 2 Good Ofsted rating, as targeted
- Achieved 96% pass rates (targeted to meet/exceed 16/17 outcome of 96%).

The core purpose of the service is to provide government funded adult learning opportunities across Suffolk to those at social/educational disadvantage and who may be furthest from the labour market. In 2017/18, the terms of the contract with the prime contractor (Suffolk County Council) changed whereby management of other subcontractors was transferred from Realise Futures back to the local authority. This resulted in a reduction of income of approximately £200,000.

Achievements in RF Works

- RF Works passed the due diligence assessment in order to tender for a place on SCC's Framework for Daytime, Evening & Weekend opportunities.
- 98% supported individuals have individualised plans (target 100%), with target of 85% of individualised plans informing and supporting progression met
- Approximately 75% placement capacity fulfilled (target 90%)
- 8 Stakeholder forums held (7 targeted) and circa 30 x case studies completed (7 per quarter targeted)
- Poppy's Pantry won the Supporting People award at the annual Suffolk Coastal Business and Community event.

The division operates as a hybrid business combining commercial enterprise with public service. Considerable efforts to increase public and privately funded spot purchase placements for wellbeing activities have yet to yield full capacity across the division, although the Whitehouse site has been more successful than others in this regard. Commercial income targets set at the beginning of the year were not based on sound practice resulting in an overall loss of £260,000 for the division; this has been addressed for 2018/19. The most significant losses were within the Catering and Furniture enterprises which are subject to robust turnaround plans with a formal decision on sustainability planned in the third quarter of 2018/19.

Achievements in RF Employment
This division delivered against six distinct contracts, working across Suffolk and Essex delivering programmes that help unemployed and disabled people prepare for and sustain employment
The final full year of the Workchoice contract resulted in the following outcomes:

- 100% starts (target 64%)
- 61% Job entries (82%)
- 100% sustained employment (target 41%)
- 81% of customers have remained in jobs past the 13 weeks milestone (target 80%)

Essex Supported Employment Service focuses on supporting individuals referred by social work teams from Essex County Council:

- 564 customers on caseload (target 552)
- 340 employed (target 324)

It is too early to report against outcomes from the new Building Better Opportunities contracts although low-level milestones have been achieved.

Supported Business Funding is paid via one of the employment division contracts; a national fund paid by Department of Work & Pensions (DWP) to 50 businesses, supporting 2000 people with disability and/or disadvantage across the country was due to cease in March 2019. Our Business Development Director is a member of a national steering group working with the Government Minister and other representatives from the DWP, to explore alternative methods of funding that continue to support social businesses whilst offering best value for money. DWP has recently confirmed that a new model of funding will be introduced in 2019.

The Board has been exploring diverse ways of securing sustainability and to support growth, particularly focussed on possible partnership models with organisations who share our values and ethos. A potential outline pilot project based at one of the social businesses is being developed with a national organisation as a way of testing the mutual merits/benefits of partnership.

Principle risks and uncertainties
Realise Futures CIC is a diverse organisation with a number of contracts. This means that we are not reliant on one specific contract but it adds complexity to the performance management processes within the organisation. The contractual cycle will always be a risk due to changing political policies that influence the procurement processes. Improved contract management relationships and good performance outcomes continue to play their part in securing positive responses to those procurement opportunities.

The most significant risk to the company is that of the adult learning sub-contractual arrangement with Suffolk County Council. *The current arrangements are continuing until July 2019 although a further significant change* is being introduced in August 2018 with the council taking back in-house Management Information and Quality Monitoring functions. Furthermore, the council will be introducing a 10% management fee reducing the current service income of £2.5 million by £250,000.

To mitigate the impact of this loss of income, overhead costs of the service have been reviewed and a move from an uneconomic learning centre will take place to coincide with the new academic year. Staffing losses have been minimised and TUPE arrangements for some personnel have been agreed with the council. Suffolk County Council has indicated that a 3-year contract (August 2019 – July 2022) for the provision of adult learning will be procured in the autumn of 2018. It is not yet known what the procurement tender will consist of. The national picture would indicate similar monetary values for adult learning provision (in light of alternative arrangements being put in place post Brexit), and it is not anticipated that the councils Adult Learning Strategy will differ greatly from its current iteration.

Due to the complexities of funding and expenditure for the adult learning contract, and without definitive guidance from the commissioners, a 'worst case' financial scenario has been undertaken to understand the impact on the company's sustainability should it be unsuccessful in retaining the contract. Cash flow would be the key negative impact of this outcome although this would be mitigated through proactive changes to creditor payments, daily review of transactions and overdraft facilities to mitigate pinch points through the year. A review of performance against contractual obligations provides confidence to the Board that this scenario is highly improbable.

Conclusion

The company continues to evolve, reflecting the changing economic and political climate in which it operates. A streamlined management team with robust governance has actively performance managed all aspects of the company during the year and taken positive action when required to address under performance.

Having secured a Grade 2 (Good) Ofsted grade in 2018 and with the highest performing outcomes for learners in the eastern region, Realise Futures is well-placed for success in the upcoming procurement for adult learning from August 2019.

A new three-year contract (with the provision for a further 2-year extension) for the delivery of Peer Support has recently been secured. This contract commences in July 2018 and will be managed by the adult learning division; its value is approximately £230,000 per year.

Performance across all contracts within the Employment division is good. The company has successfully managed the introduction of the Work & Health Programme and numerous European Social Fund/Big Lottery contracts each of which have required new staffing and financial procedures. There is opportunity to further develop supported employment provision in Suffolk and Essex.

The Furniture division has posted profits of £7,000 in the first quarter of 2018/19 against a forecast profile of £9,000 loss. The town centre café has secured the services of an experienced catering manager with a positive variance of £6,936 against a budgeted loss for the quarter. The remaining social businesses continue to perform at forecast targets. The continuation of Supported Business Funding also provides opportunities for growth within the division, with the potential of increasing secured employment for people with disabilities.

The Board is confident of securing a sustainable and positive future in all divisions of the company.

This report was approved by the board on 24-07-18 and signed on its behalf.

S S Butcher

S Butcher
Director

DIRECTORS' REPORT
FOR THE YEAR ENDED 31 MARCH 2018

The Directors present their report and the financial statements for the year ended 31 March 2018.

Directors

The Directors who served during the year were:

Sally Butcher
Fiona Kerr (resigned 27 April 2018)
Philip Snowdon
Prema Dorai (resigned 27 April 2018)
Luke Morris (resigned 31 March 2018)
Dean Willingham
Melvin Cassedy
Paul Storey
Jennifer Brick
Trevor Fayers (resigned 20 October 2017)

Directors' responsibilities statement

The Directors are responsible for preparing the Strategic report, the Directors' report and the financial statements in accordance with applicable law and regulations.

Company law requires the Directors to prepare financial statements for each financial year. Under that law the Directors have elected to prepare the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'. Under company law the Directors 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 Company and of the profit or loss of the Company for that period.

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

- select suitable accounting policies for the Company's financial statements and then apply them consistently;
- 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 Company will continue in business.

The Directors are responsible for keeping adequate accounting records that are sufficient to show and explain the Company's transactions and 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 reasonable steps for the prevention and detection of fraud and other irregularities.

Results and dividends

The profit for the year, after taxation, amounted to £49,345 (2017 - £131,756).

DIRECTORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2018

Employee involvement

The Company's policy is to consult and discuss with employees, through unions, staff councils and at meetings, matters likely to affect employees' interests.

Information of matters of concern to employees is given through information bulletins and reports which seek to achieve a common awareness on the part of all employees of the financial and economic factors affecting the group's performance.

Disabled employees

Applications for employment by disabled persons are always fully considered, bearing in mind the aptitudes of the applicant concerned. In the event of members of staff becoming disabled, every effort is made to ensure that their employment within the Company continues and that the appropriate training is arranged. It is the policy of the Company that the training, career development and promotion of disabled persons should, as far as possible, be identical to that of other employees.

Disclosure of information to auditors

Each of the persons who are Directors at the time when this Directors' report is approved has confirmed that:

- so far as the Director is aware, there is no relevant audit information of which the Company's auditors are unaware, and
- the Director has taken all the steps that ought to have been taken as a Director in order to be aware of any relevant audit information and to establish that the Company's auditors are aware of that information.

Post balance sheet events

There have been no significant events affecting the Company since the year end.

Auditors

The auditors, MHA MacIntyre Hudson, will be proposed for reappointment in accordance with section 485 of the Companies Act 2006.

This report was approved by the board on 24-07-18 and signed on its behalf.

SJ Butcher

S Butcher
Director

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF REALISE FUTURES CIC

Opinion

We have audited the financial statements of Realise Futures CIC (the 'Company') for the year ended 31 March 2018, *which comprise the Statement of comprehensive income, the Balance sheet, the Statement of cash* flows, the Statement of changes in equity and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the Company's affairs as at 31 March 2018 and of its profit 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.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the Company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the Directors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Directors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the Company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Emphasis of matter - *Going concern*

In forming our opinion on the financial statements, which is not modified, we have considered the adequacy of the disclosures made in note 2 of the financial statements concerning the Company's ability to continue as a going concern. The Directors have prepared budgets and cash flow forecasts that support the accounts being prepared on the going concern basis. We consider that the ability of the Company to continue as a going concern is dependent upon the results of the next twelve months being in line with the forecasts and the outcome of a retender for a major contract that ends in July 2019, the outcome of which is uncertain and outside of the Company's control. The financial statements do not include the adjustments that would be required if the Company was unable to continue as a going concern.

Other information

The Directors are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Auditors' report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Strategic report and the Directors' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Strategic report and the Directors' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Company and its environment obtained in the course of the audit, we have not identified material misstatements in the Strategic report or the Directors' report.

We have nothing to report in respect of the following matters in relation to which 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 Directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF REALISE FUTURES CIC (CONTINUED)

Responsibilities of directors

As explained more fully in the Directors' responsibilities statement on page 6, the Directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Directors are responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Directors either intend to liquidate the Company or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' report.

MHA MacIntyre Hudson

Cara Miller ACCA (Senior statutory auditor)

for and on behalf of
MHA MacIntyre Hudson

Chartered Accountants
Statutory Auditors

Boundary House
4 County Place
Chelmsford
Essex
CM2 0RE
Date: 17 September 2018

STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 31 MARCH 2018

	Note	2018 £	As restated 2017 £
Turnover	4	**6,619,802**	7,495,707
Cost of sales		**(3,911,873)**	(4,165,953)
Gross profit		**2,707,929**	3,329,754
Administrative expenses		**(2,658,584)**	(3,198,015)
Operating profit	5	**49,345**	131,739
Interest receivable and similar income	9	**-**	17
Profit before tax		**49,345**	131,756
Profit for the financial year		**49,345**	131,756

There was no other comprehensive income for 2018 (2017:£NIL).

The notes on pages 15 to 29 form part of these financial statements.

REALISE FUTURES CIC
(A company limited by guarantee)
REGISTERED NUMBER: 07828443

BALANCE SHEET
AS AT 31 MARCH 2018

	Note		2018 £		2017 £
Fixed assets					
Tangible assets	11		**68,814**		69,254
			68,814		69,254
Current assets					
Stocks	12	**54,799**		76,497	
Debtors: amounts falling due within one year	13	**575,363**		418,211	
Cash at bank and in hand	14	**36,234**		386,771	
		666,396		881,479	
Creditors: amounts falling due within one year	15	**(639,478)**		(904,346)	
Net current assets/(liabilities)			**26,918**		(22,867)
Total assets less current liabilities			**95,732**		46,387
Net assets			**95,732**		46,387
Capital and reserves					
Profit and loss account	17		**95,732**		46,387
			95,732		46,387

The financial statements were approved and authorised for issue by the board and were signed on its behalf by:

S Butcher
Director

Date: 24-07-18

The notes on pages 15 to 29 form part of these financial statements.

STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31 MARCH 2018

	Profit and loss account	Total equity
	£	£
At 1 April 2016	**(85,369)**	**(85,369)**
Profit for the year	**131,756**	**131,756**
At 1 April 2017	**46,387**	**46,387**
Profit for the year	**49,345**	**49,345**
At 31 March 2018	**95,732**	**95,732**

The notes on pages 15 to 29 form part of these financial statements.

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2018

	2018 £	2017 £
Cash flows from operating activities		
Profit for the financial year	**49,345**	131,756
Adjustments for:		
Depreciation of tangible assets	**26,302**	45,433
(Profit)/Loss on disposal of tangible assets	**(1,457)**	(150)
Interest received	-	(17)
Decrease in stocks	**21,698**	36,993
(Increase)/decrease in debtors	**(157,152)**	20,078
(Decrease) in creditors	**(264,868)**	(411,731)
Net cash generated from operating activities	**(326,132)**	(177,638)
Cash flows from investing activities		
Purchase of tangible fixed assets	**(26,042)**	(11,297)
Sale of tangible fixed assets	**1,637**	150
Interest received	-	17
Net cash from investing activities	**(24,405)**	(11,130)
Net (decrease) in cash and cash equivalents	**(350,537)**	(188,768)
Cash and cash equivalents at beginning of year	**386,771**	575,539
Cash and cash equivalents at the end of year	**36,234**	386,771
Cash and cash equivalents at the end of year comprise:		
Cash at bank and in hand	**36,234**	386,771
	36,234	386,771

The notes on pages 15 to 29 form part of these financial statements.

1. General information

Realise Futures CIC is a limited company, registered in England and Wales. The company registration number is 07828443. The registered office is Lovetofts Drive, Ipswich, Suffolk, IP1 5NZ.

The financial statements are presented in pound sterling which is the functional currency of the Company and are rounded to the nearest pound.

The significant accounting policies applied in the preparation of these financial statements is set out below. These policies have been consistently applied to all year presented unless otherwise stated.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared under the historical cost convention unless otherwise specified within these accounting policies and in accordance with Financial Reporting Standard 102, the Financial Reporting Standard applicable in the UK and the Republic of Ireland and the Companies Act 2006.

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgment in applying the Company's accounting policies (see note 3).

Going concern

During the year the Company made a profit of £49,345, and at the year end had net assets of £95,732.

The Directors have prepared budgets that indicate a surplus in 2018/19 of £60k, and cash flow forecasts that show the Company will continue to operate within its means and will not require any external finance to support it. A major contract is due to end in July 2019 and will be put out to competitive tender, significant costs savings could be made if all or part of the contract is lost. The Directors are therefore confident that the Company can meet its liabilities as they fall due for a period of at least 12 months from the date of approval of these financial statements, and accordingly, the financial statements have been prepared on a going concern basis.

The following principal accounting policies have been applied:

2. Accounting policies (continued)

2.2 *Revenue*

Revenue is recognised to the extent that it is probable that the economic benefits will flow to the Company and the revenue can be reliably measured. Revenue is measured as the fair value of the consideration received or receivable, excluding discounts, rebates, value added tax and other sales taxes. The following criteria must also be met before revenue is recognised:

Sale of goods

Revenue from the sale of goods is recognised when all of the following conditions are satisfied:

- the Company has transferred the significant risks and rewards of ownership to the buyer;
- the Company retains neither continuing managerial involvement to the degree usually associated with ownership nor effective control over the goods sold;
- the amount of revenue can be measured reliably;
- it is probable that the Company will receive the consideration due under the transaction; and
- the costs incurred or to be incurred in respect of the transaction can be measured reliably.

Rendering of services

Revenue from a contract to provide services is recognised in the period in which the services are provided in accordance with the stage of completion of the contract when all of the following conditions are satisfied:

- the amount of revenue can be measured reliably;
- it is probable that the Company will receive the consideration due under the contract;
- the stage of completion of the contract at the end of the reporting period can be measured reliably; and
- the costs incurred and the costs to complete the contract can be measured reliably.

2.3 Tangible fixed assets

Tangible fixed assets under the cost model are stated at historical cost less accumulated depreciation and any accumulated impairment losses. Historical cost includes expenditure that is directly attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management.

2. Accounting policies (continued)

2.3 Tangible fixed assets (continued)

Depreciation is charged so as to allocate the cost of assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Plant and machinery	- 5 - 22 years straight line
Motor vehicles	- 5 years straight line
Fixtures and fittings	- 5 years straight line
Computer equipment	- 3 years straight line
Other fixed assets	- 10 years straight line

The assets' residual values, useful lives and depreciation methods are reviewed, and adjusted prospectively if appropriate, or if there is an indication of a significant change since the last reporting date.

Gains and losses on disposals are determined by comparing the proceeds with the carrying amount and are recognised in the Statement of comprehensive income.

2.4 Stocks

Stocks are stated at the lower of cost and net realisable value, being the estimated selling price less costs to complete and sell. Cost is based on the cost of purchase on a first in, first out basis. Work in progress and finished goods include labour and attributable overheads.

At each balance sheet date, stocks are assessed for impairment. If stock is impaired, the carrying amount is reduced to its selling price less costs to complete and sell. The impairment loss is recognised immediately in profit or loss.

2.5 Debtors

Short term debtors are measured at transaction price, less any impairment. Loans receivable are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method, less any impairment.

2.6 Cash and cash equivalents

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours. Cash equivalents are highly liquid investments that mature in no more than three months from the date of acquisition and that are readily convertible to known amounts of cash with insignificant risk of change in value.

In the Statement of cash flows, cash and cash equivalents are shown net of bank overdrafts that are repayable on demand and form an integral part of the Company's cash management.

2. Accounting policies (continued)

2.7 Financial instruments

The Company only enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade and other debtors and creditors, loans from banks and other third parties, loans to related parties and investments in non-puttable ordinary shares.

Debt instruments (other than those wholly repayable or receivable within one year), including loans and other accounts receivable and payable, are initially measured at present value of the future cash flows and subsequently at amortised cost using the effective interest method. Debt instruments that are payable or receivable within one year, typically trade debtors and creditors, are measured, initially and subsequently, at the undiscounted amount of the cash or other consideration expected to be paid or received. However, if the arrangements of a short-term instrument constitute a financing transaction, like the payment of a trade debt deferred beyond normal business terms or financed at a rate of interest that is not a market rate or in the case of an out-right short-term loan not at market rate, the financial asset or liability is measured, initially, at the present value of the future cash flow discounted at a market rate of interest for a similar debt instrument and subsequently at amortised cost.

Financial assets that are measured at cost and amortised cost are assessed at the end of each reporting period for objective evidence of impairment. If objective evidence of impairment is found, an impairment loss is recognised in the Statement of comprehensive income.

For financial assets measured at amortised cost, the impairment loss is measured as the difference between an asset's carrying amount and the present value of estimated cash flows discounted at the asset's original effective interest rate. If a financial asset has a variable interest rate, the discount rate for measuring any impairment loss is the current effective interest rate determined under the contract.

For financial assets measured at cost less impairment, the impairment loss is measured as the difference between an asset's carrying amount and best estimate of the recoverable amount, which is an approximation of the amount that the Company would receive for the asset if it were to be sold at the balance sheet date.

Financial assets and liabilities are offset and the net amount reported in the Balance sheet when there is an enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

2.8 Creditors

Short term creditors are measured at the transaction price. Other financial liabilities, including bank loans, are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method.

2.9 Operating leases: the Company as lessee

Rentals paid under operating leases are charged to the Statement of comprehensive income on a straight line basis over the lease term.

2. Accounting policies (continued)

2.10 Pensions

Defined contribution pension plan

The Company operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the Company pays fixed contributions into a separate entity. Once the contributions have been paid the Company has no further payment obligations.

The contributions are recognised as an expense in the Statement of comprehensive income when they fall due. Amounts not paid are shown in accruals as a liability in the Balance sheet. The assets of the plan are held separately from the Company in independently administered funds.

2.11 Interest income

Interest income is recognised in the Statement of comprehensive income using the effective interest method.

3. Judgments in applying accounting policies and key sources of estimation uncertainty

In the application of the Company's accounting policies, the Directors are required to make judgments, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

1) Critical judgments

The following judgments (apart from those involving estimates) have had the most significant effect on amounts recognised in the financial statements.

Provision for clawbacks

No provision has been included in the accounts in respect of clawbacks from contracts as the Directors do not consider the amount of clawbacks can be reliably estimated. Instead clawbacks are recognised as an expense as and when the company is notified of these by the contracting party.

2) Key sources of estimation uncertainty

Depreciation of tangible assets

The annual depreciation charge for property, plant and equipment is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful ecomonic lives and residual values are re-assessed annually. They are ammended when necessary to reflect the current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets. See note 11 for the carrying amount of property, plant and equipment and note 11 for the useful ecomoic lives for each class of asset.

4. Turnover

An analysis of turnover by class of business is as follows:

	2018 £	As restated 2017 £
Sale of goods	**932,518**	1,242,308
Local council and government contracts	**3,033,280**	2,969,658
Other contract income	**2,654,004**	3,283,741
	6,619,802	7,495,707

All turnover arose within the United Kingdom.

5. Operating profit

The operating profit is stated after charging:

	2018 £	2017 £
(Profit)/loss on disposal of fixed assets	**(1,457)**	(150)
Depreciation of tangible fixed assets	**26,302**	45,433
Other operating lease rentals	**273,336**	313,551

6. Auditors' remuneration

	2018 £	2017 £
Fees payable to the Company's auditor and its associates for the audit of the Company's annual financial statements	-	-
MHA MacIntyre Hudson	**11,935**	-
Miller Wash Associates LLP	-	11,250
Kingston Smith LLP	-	3,991
	11,935	15,241

Fees payable to the Company's auditor and its associates in respect of:

	2018 £	2017 £
Fees payable to the Company's auditor for non audit services:	-	-
Taxation compliance services	**4,650**	-
	4,650	-

7. Employees

Staff costs, including Directors' remuneration, were as follows:

	2018 £	As restated 2017 £
Wages and salaries	**4,008,385**	4,192,473
Social security costs	**249,112**	256,055
Cost of defined contribution scheme	**359,644**	472,879
	4,617,141	4,921,407

The average monthly number of employees, including the Directors, during the year was as follows:

	2018 No.	As restated 2017 No.
Employees	**317**	338

8. Directors' remuneration

	2018 £	As restated 2017 £
Directors' emoluments	**104,247**	103,408
Company contributions to defined contribution pension schemes	**17,785**	21,461
	122,032	124,869

During the year retirement benefits were accruing to 2 Directors (2017 - 2) in respect of defined contribution pension schemes.

The highest paid Director received remuneration of £54,000 (2017 - £54,000).

The value of the Company's contributions paid to a defined contribution pension scheme in respect of the highest paid Director amounted to £12,798 (2017 - £12,798).

9. Interest receivable

	2018 £	2017 £
Other interest receivable	-	17
	-	17

10. Taxation

There was no corporation or deferred tax charge in the current year (2017: £Nil)

Factors affecting tax charge for the year

The tax assessed for the year is lower than (2017 - lower than) the standard rate of corporation tax in the UK of 19% (2017 - 20%). The differences are explained below:

	2018 £	2017 £
Profit on ordinary activities before tax	**49,345**	131,756
Profit on ordinary activities multiplied by standard rate of corporation tax in the UK of 19% (2017 - 20%)	**9,376**	26,351
Effects of:		
Utilisation of tax losses	**(9,376)**	(26,351)
Total tax charge for the year	-	-

Factors that may affect future tax charges

A reduction in the UK corporation tax rate from 19% to 17% was substantively enacted in March 2016 and will take effect from 1 April 2020.

11. Tangible fixed assets

	Plant and machinery £	Motor vehicles £	Fixtures and fittings £	Computer equipment £	Other fixed assets £	Total £
Cost or valuation						
At 1 April 2017	**106,540**	**49,832**	**127,576**	**143,359**	**2,530**	**429,837**
Additions	**-**	**-**	**3,261**	**22,781**	**-**	**26,042**
Disposals	**(9,950)**	**-**	**-**	**-**	**-**	**(9,950)**
At 31 March 2018	**96,590**	**49,832**	**130,837**	**166,140**	**2,530**	**445,929**
Depreciation						
At 1 April 2017	**93,736**	**47,426**	**85,368**	**133,032**	**1,021**	**360,583**
Charge for the year on owned assets	**9,013**	**2,406**	**5,374**	**9,255**	**254**	**26,302**
Disposals	**(9,770)**	**-**	**-**	**-**	**-**	**(9,770)**
At 31 March 2018	**92,979**	**49,832**	**90,742**	**142,287**	**1,275**	**377,115**
Net book value						
At 31 March 2018	**3,611**	**-**	**40,095**	**23,853**	**1,255**	**68,814**
At 31 March 2017	12,804	2,406	42,208	10,327	1,509	69,254

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2018

12. Stocks

	2018 £	2017 £
Finished goods and goods for resale	**54,799**	76,497
	54,799	76,497

13. Debtors

	2018 £	2017 £
Trade debtors	**261,328**	218,307
Other debtors	**45,127**	13,517
Prepayments and accrued income	**268,908**	186,387
	575,363	418,211

14. Cash and cash equivalents

	2018 £	2017 £
Cash at bank and in hand	**36,234**	386,771
	36,234	386,771

15. Creditors: Amounts falling due within one year

	2018 £	2017 £
Trade creditors	**98,286**	89,886
Other taxation and social security	**220,980**	199,396
Other creditors	**6,291**	15,702
Accruals and deferred income	**313,921**	599,362
	639,478	904,346

16. Financial instruments

	2018 £	As restated 2017 £
Financial assets		
Financial assets measured at amortised cost	**598,069**	778,192
	598,069	778,192
Financial liabilities		
Financial liabilities measured at amortised cost	**(274,385)**	(382,330)
	(274,385)	(382,330)

Financial assets that are debt instruments measured at amortised cost comprise cash at bank, trade debtors, other debtors and accrued income.

Financial liabilities measured at amortised cost comprise trade creditors, other creditors and accruals.

17. Reserves

Profit and loss account

The profit and loss account represents cumulative profits and losses and other adjustments.

18. Pension commitments

The Company operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the Company in an independently adminstered fund.

The Company particpates in the Teachers Pension Scheme ("TPS") for its teaching staff, which is a Multi-Employer Defined Benefit Pension Scheme.

The latest actuarial valuation of the TPS related to the period ended 31 March 2012. There were no outstanding or prepaid contributions at either the beginning or end of the financial year.

Teachers' Pension Scheme

Introduction
The Teachers' Pension Scheme (TPS) is a statutory, unfunded, defined benefit scheme, governed by the Teachers' Pensions Regulations 2010, and the Teachers' Pension Scheme Regulations 2014. These regulations apply to teachers in schools and other educational establishments, in England and Wales that are maintained by local authorities. In addition, teachers in many independent and voluntary-aided schools and teachers and lecturers in some establishments of further and higher education may be eligible for membership. Membership is automatic for full-time teachers and lecturers and, from 1 January 2007, automatic too for teachers and lecturers in part-time employment following appointment or a change of contract. Teachers and lecturers are able to opt out of the TPS.

The Teachers' Pension Budgeting And Valuation Account
Although members may be employed by various bodies, their retirement and other pension benefits are set out in regulations made under the Superannuation Act (1972) and Public Service Pensions Act (2013) and are paid by public funds provided by Parliament. The TPS is an unfunded scheme and members contribute on a 'pay as you go' basis – these contributions, along with those made by employers, are credited to the Exchequer under arrangements governed by the above Act. The Teachers' Pensions Regulations 2010 require an annual account, the Teachers' Pension Budgeting and Valuation Account, to be kept of receipts and expenditure (including the cost of pension increases).

From 1 April 2001, the Account has been credited with a real rate of return, which is equivalent to assuming that the balance in the Account is invested in notional investments that produce that real rate of return.

Valuation of the Teachers' Pension Scheme
Under the definitions set out in FRS 102, the TPS is a multi-employer pension scheme. The Company has accounted for its contributions to the scheme as if it were a defined contribution scheme. The Company has set out above the information available on the scheme.

The latest actuarial review of the TPS was carried out as at 31 March 2012 and in accordance with The Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014. The valuation report was published by the Department on 9 June 2014. The key results of the valuation are:
- employer contribution rates were set at 16.4% of pensionable pay; in line with current regulations, not *including the additional 0.08% employers pay for the cost of Scheme administration*;
- total scheme liabilities for service to the effective date of £191.5 billion, and notional assets of £176.6 billion, giving a notional past service deficit of £15.0 billion;
- an employer cost cap of 10.9% of pensionable pay;
- actuarial assessments are undertaken in intervening years between formal valuations for financial reporting purposes, using updated membership data.

18. Pension commitments (continued)

The new employer contribution rate and administration levy for the TPS were implemented in September 2015. A full copy of the valuation report and supporting documentation can be found on the Teachers' Pension Scheme website at the following location:
https://www.teacherspensions.co.uk/news/employers/2014/06/publication-of-the-valuationreport.aspx

Scheme Changes
Lord Hutton, who chaired the Independent Public Service Pensions Commission, published his final report in March 2011 and made recommendations about how pensions can be made sustainable and affordable, whilst remaining fair to the workforce and the taxpayer. The Government accepted Lord Hutton's recommendations as the basis for consultation and Ministers engaged in extensive discussions with trade unions and other representative bodies on reform of the TPS. Those discussions concluded on 9 March 2012, and the Department published a Proposed Final Agreement, setting out the design for a reformed TPS to be implemented from 1 April 2015.

The key provisions of the reformed scheme include: a pension based on career average earnings; an accrual rate of 1/57th; and a Normal Pension Age equal to State Pension Age, but with options to enable members to retire earlier or later than their Normal Pension Age. Importantly, pension benefits built up before 1 April 2015 will be fully protected. In addition, the Proposed Final Agreement includes a Government commitment that those within 10 years of Normal Pension Age on 1 April 2012 will see no change to the age at which they can retire, and no decrease in the amount of pension they receive when they retire. There will also be further transitional protection, tapered over a three and a half year period, for people who would fall up to three and a half years outside of the 10 year protection.

In his interim report of October 2010, Lord Hutton recommended that short-term savings were also required, and that the only realistic way of achieving these was to increase member contributions. At the Spending Review 2010 the Government announced an average increase of 3.2 percentage points on the contribution rates by 2014-15. The increases have been phased in since April 2012. The arrangements for a reformed Teachers' Pension Scheme, in line with the remainder of the recommendations made by Lord Hutton, have now been implemented. The Career Average Revalued Earnings (CARE) scheme was implemented from 1 April 2015, whereby benefits will accrue on a career average basis and there is a normal pension age aligned to the state pension age.

The employer's pension costs paid to TPS in the period amounted to £89,952 (2016 - £65,324).

The Company also contributes to another multi-employer defined benefit scheme. The Company has been informed that the liabilities of the scheme are greater than the scheme assets, but have an understanding that any shortfall will be met by Suffolk County Council. The only obligation the Company therefore has is to make monthly payments at a contribution rate of 23.7%. Without this understanding with Suffolk County Council, the Company's share of the liability at 31 March 2014 was £1,237,000.

19. Commitments under operating leases

At 31 March 2018 the Company had future minimum lease payments under non-cancellable operating leases as follows:

	2018 £	As restated 2017 £
Not later than 1 year	**148,586**	202,533
Later than 1 year and not later than 5 years	**265,719**	209,720
Later than 5 years	**409,507**	344,742
	823,812	756,995

20. Related party transactions

During the year the Company placed £99,752 (2017 - £122,253) of business with DPS Technology Group, of which D Willingham, a Non-executive Director of Realise Futures CIC, is a Partner. At the year end, £9,197 (2017 - £2,664) was outstanding to DPS Technology Group. D Willingham also charged Realise Futures CIC a total of £Nil (2017 - £5,135) for additional services and expenses during the year.

During the year the Company also placed £Nil (2017 - £6,782) of business with Brodnyx HR Ltd, of which P Snowdon, a Director of Realise Futures CIC, is also a director. At the year end £Nil (2017 - £Nil) amounts were outstanding to Brodnyx HR Ltd.

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly, including any director (whether executive or otherwise) of that entity. The aggregate remuneration of key management personnel this year was £133,347 (2017: £136,324).

300994 £15

CIC 34

Community Interest Company Report

	For official use *(Please leave blank)*	
Please complete in typescript, or in bold black capitals.	**Company Name in full**	Realise Futures CIC
	Company Number	07828443
	Year Ending	31.03.2018

This template illustrates what the Regulator of Community Interest Companies considers to be best practice for completing a simplified community interest company report. All such reports must be delivered in accordance with section 34 of the Companies (Audit, Investigations and Community Enterprise) Act 2004 and contain the information required by Part 7 of the Community Interest Company Regulations 2005. For further guidance see chapter 8 of the Regulator's guidance notes and the alternate example provided for a more complex company with more detailed notes.

(N.B. A Filing Fee of £15 is payable on this document. Please enclose a cheque or postal order payable to Companies House)

COMPANIES HOUSE

PART 1 - GENERAL DESCRIPTION OF THE COMPANY'S ACTIVITIES AND IMPACT

In the space provided below, please insert a general account of the company's activities in the financial year to which the report relates, including a description of how they have benefited the community.

Realise Futures was established in November 2012 and is a social enterprise operating across Suffolk and Essex. The company employs around 340 people, of which approximately 30% are disabled or disadvantaged. We pursue a hybrid business strategy based on a combination of commercial social businesses with public services. In 2017/18 this consisted of two funded services: adult learning and supported employment alongside six social businesses (offering paid jobs) that also offer wellbeing activities. Together these component parts provide a holistic approach that enables individuals who are often furthest from the labour market to develop their potential. Our aim is to trade ethically and compete with the private sector on quality of products.

Our social mission is to improve and promote the economic and social wellbeing of people in our communities by creating opportunities in learning and work whilst actively contributing to the economies of the communities in which we operate. As a Community Interest Company (CIC), we exist for a social and environmental purpose and reinvest any profits back into the business. The commercial gardening team based at one of our horticulture sites have undertaken voluntary grounds clearance and replanting projects with local schools and charitable organisations demonstrating our commitment to local causes whilst demonstrating the positive impact of employing people with disabilities.

We have most expertise in helping those who are long-term unemployed, experiencing educational/social disadvantage and people with disabilities and/or disadvantage, including those with mental health conditions. Success, for us, is measured by the positive impact on the lives of those we support and progress, as well as any profit we generate.

In summary, we delivered employment and well-being support, life-skills coaching, careers advice, learning and skills development and ran a number of successful social businesses. We managed four cafes, operated a wholefood shop, provided gardening services, grew seasonal produce and plants, ran a vegetable box delivery service in the local community, made a diverse range of public space outdoor furniture and play equipment (made out of 100% recycled plastic) and provided a fulfilment service to a wide range of local and national businesses.

Realise Futures is a 'people' business so our relationships with clients, suppliers, professional bodies and community organisations have been pivotal to our continued trading. We are fortunate to enjoy good relationships and strive to maintain them through excellent customer relationship management both existing and new.

Since the Social Return on Investment study and report was published in early 2015, we continue to show that for every £1 invested in Realise Futures, at least £2.51 is generated in social value.

During 2017/18 we have achieved and maintained ISO 9001 BSI certifications. We secured a contract to deliver the new Work and Health Programme across the whole of Suffolk, which commenced in January 2018 and has already resulted in new job outcomes for 3 individuals. Other specialist supported employment programmes achieved over 80% of job outcome targets in Suffolk and 564 customers were supported to gain and/or sustain paid employment in Essex. The learning and development division delivered 7,267 learning aims to 4,281 learners; those adult learners achieved a 96% success rate against their aims and the service retained a Grade 2 Good as a result of the February Ofsted inspection. Alongside our established staff, we provided over 200 people with supported placements, including wellbeing activities, across our social businesses.

(If applicable, please just state "A social audit report covering these points is attached").

(Please continue on separate continuation sheet if necessary.)

PART 2 – CONSULTATION WITH STAKEHOLDERS – Please indicate who the company's stakeholders are; how the stakeholders have been consulted and what action, if any, has the company taken in response to feedback from its consultations? <u>If there has been no consultation, this should be made clear.</u>

The company's stakeholders comprise the staff as members, clients and users of the various services and enterprises that we provide as well as local community organisations and funders; these include Suffolk and Essex County Councils, the Skills Funding Agency, Futures (Advice, skills and employment) and Shaw Trust. Regular reviews and feedback sessions are held with clients of the provision we deliver to inform future planning and quality improvement as well as to receive information on the impact of our services on their well-being, progression into further learning and/or employment. A further example of listening to customers and acting on their feedback was when one of our cafes ran social media campaigns and a competition to inform the menu offered. Active engagement with and support of local events organised by community and statutory organisations across the two counties also contribute to effective and mutually beneficial sharing of best practice e.g. linking employees and supported individuals to a diverse range of support networks that *match their individual needs (e.g. debt management, housing, mental health services, domestic abuse & homeless* charities).

Formal meetings are held with commissioners as part of a robust monitoring framework that inform direction, corrective actions where appropriate as well as a forum to discuss how our activity positively impacts on local agendas (e.g. health & wellbeing, improved mental health, social mobility and progression into further learning and/or employment). These performance management meetings contribute to local authority strategies that include Skills Development, Welfare into Work and SEND provision with additional funding sources secured within the counties that we operate in. In addition, as a result of our proactive approach, we have become members of the HealthWatch Suffolk Partnership, Community Action Suffolk and are a Cornerstone Employer (Suffolk is one of the 12 denoted Opportunity Areas in the country. As part of the *drive to improve educational standards within statutory education, Realise Futures offers support to schools and students* from a business and mentoring perspective).

Consultation with staff members take the form of local team meetings, a staff council, staff surveys and the annual AGM where staff are invited to make suggestions for improvements, feedback on working practices and signposting senior management towards partnership opportunities in their local communities. As a result of positive staff feedback, regular bulletins from the Board have continued with the addition of a monthly communication from the senior management team meetings highlighting '10 Key Points' from those meetings. The AGM, held in September, will include a celebration of staff's contributions to the company's success as well as an opportunity to learn more about the company's diverse operations. Communication with stakeholders is also delivered via social media, press releases, staff intranet and the company's website. Analysis of data we have collected continues to demonstrate high levels of customer satisfaction (consistently reported over the past three years at over 90% satisfaction across the company). Corrective actions taken as a result of the few complaints received have been swiftly taken to improve practice and are reported quarterly at management meetings.

<u>(If applicable, please just state "A social audit report covering these points is attached").</u>

PART 3 – DIRECTORS' REMUNERATION – if you have provided full details in your accounts you need not reproduce it here. Please clearly identify the information within the accounts and confirm that, "There were no other transactions or arrangements in connection with the remuneration of directors, or compensation for director's loss of office, which require to be disclosed" (See example with full notes). If no remuneration was received you must state that "no remuneration was received" below.

Details of remuneration are provided in paragraph 8 (page 22) of the notes to the Financial Statements.

There were no other transactions or arrangements in connection with the remuneration of directors, or compensation for director's loss of office, which require to be disclosed.

PART 4 – TRANSFERS OF ASSETS OTHER THAN FOR FULL CONSIDERATION – Please insert full details of any transfers of assets other than for full consideration e.g. Donations to outside bodies. If this does not apply you must state that "no transfer of assets other than for full consideration has been made" below.

No transfer of assets other than for full consideration has been made.

(Please continue on separate continuation sheet if necessary.)

PART 5 – SIGNATORY

The original report must be signed by a director or secretary of the company	Signed	SJ Butcher	Date	03/10/2018

Office held (delete as appropriate) Director/~~Secretary~~

You do not have to give any contact information in the box opposite but if you do, it will help the Registrar of Companies to contact you if there is a query on the form. The contact information that you give will be visible to searchers of the public record.

Sally Butcher	
Realise Futures CIC	
Lovetofts Drive, Ipswich, Suffolk	
IP1 5NZ	Tel 01473 242500
DX Number	DX Exchange

When you have completed and signed the form, please attach it to the accounts and send both forms by post to the Registrar of Companies at:

For companies registered in England and Wales: Companies House, Crown Way, Cardiff, CF14 3UZ DX 33050 Cardiff

For companies registered in Scotland: Companies House, 4th Floor, Edinburgh Quay 2, 139 Fountainbridge, Edinburgh, EH3 9FF DX 235 Edinburgh or LP – 4 Edinburgh 2

For companies registered in Northern Ireland: Companies House, 2nd Floor, The Linenhall, 32-38 Linenhall Street, Belfast, BT2 8BG

The accounts and CIC34 **cannot** be filed online

(N.B. Please enclose a cheque for £15 payable to Companies House)