



COMPASS SUPPORT SERVICES LIMITED
(A Company Limited by Guarantee)

REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2020

Company No: 3506460

Charity No: 1068324

**FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2020**

CONTENTS	PAGES
Charity Information	1
Directors' and Trustees' Report	2 - 10
Chair's Report	11
Independent Auditor's Report	12 - 14
Statement of Financial Activities	15
Balance Sheet	16
Statement of Cash flows	17
Notes to the Financial Statements	18 - 29

CHARITY INFORMATION

Company Number: 3506460

Charity Number: 1068324

Registered Office: The Sanctuary
Tangmere Drive
Castle Vale
Birmingham
B35 7PX

Bankers: Barclays Bank
15 Colmore Row
Birmingham
B3 2BH

Auditor: Mazars LLP
45 Church Street
Birmingham
B3 2RT

Solicitors: Bevan Brittan
Interchange Place
Edmund Street
Birmingham
B3 2TA

Further information can be found at www.compass-support.org.uk

The Trustees, who are also Directors of the charity for the purposes of the Companies Act, present their report and the financial statements for the year ended 31 March 2020. The Trustees have adopted the Provisions of the Charities Statement of Recommended Practice (Financial Reporting Standard 102).

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The organisation is a charitable company limited by guarantee registered in England and Wales (3506460), incorporated on 3 February 1998. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up, the liability of the members is limited to a maximum contribution of £1.

The company is a registered charity (1068324), regulated by the Charity Commission.

Directors and Trustees

The Directors of the company, who served during the year, were as follows:

James Walsh (Chair) – appointed as Chair 5 September 2019
Pamela Liburd
Wendy Stokes
Ian Lowe
Barbara Hedley
Francis Burrows – appointed 5 September 2019
Alison Fisher – resigned 5 September 2019, Chair until 5 September 2019
Carole Wildman – resigned 5 September 2019

At the Annual General Meeting on 5 September 2019, Alison Fisher retired as Chair of Compass and Chair of the Pioneer Group, having reached the maximum nine years of service with the Pioneer Group. Following a recruitment process, James Walsh was appointed Chair of Compass. Carole Wildman was appointed Chair of the Pioneer Group and chose to resign as a Compass Board member.

Being a company limited by guarantee, the Directors have no interest in the company.

Director and Trustee appointment

Trustees are selected in accordance with the Memorandum and Articles of Association and the Pioneer Group Board Membership, Recruitment & Succession Policy to bring in a diverse range of skills and expertise. Trustees are recruited through an open recruitment process as vacancies arise and/or skills gaps are identified. New Trustees undergo induction and training to brief them on their legal obligations under charity and company law. Trustees complete an annual review with the Chair of the Board and this informs a Governance Training and Development Plan for the forthcoming year.

The Board reviews its effectiveness annually and this is independently reviewed every three years.

The Directors are appointed in accordance with the Memorandum and Articles of Association which states there shall be a minimum of four and a maximum of fifteen Directors. New Directors undergo induction and training to brief them on their legal obligations under charity and company law. Trustees complete an annual review with the Chair of the Board and this informs a Governance Training and Development Plan for the forthcoming year.

The Pioneer Housing and Community Group Limited (The Pioneer Group) is the sole member of Compass Support Services Limited. Appointment and removal of Directors of the company is controlled by The Pioneer Group. Compass Support Services Limited has delegated authority as set out within the Term of Reference.

The Trustees also provide regular reports to the Pioneer Group Board, including items for approval as set out within the governance framework.

Organisational management

The charity is governed by its Board of Directors which is responsible for formulating its strategies and policies including risk management, policies and performance, the approval of budgets and the exercising of financial controls. The day to day management of Compass Support Services Limited is delegated to the Executive Leadership Team, with the Community Regeneration Director as lead officer. The Community Regeneration Director manages the staff team and the operational delivery of the corporate plan supported by the Head of Operations and Community Hubs Manager.

The benchmarking and setting of the remuneration of the key senior personnel of the organisation is undertaken by The Pioneer Group's Remuneration Committee. For other recruitment, this is undertaken in accordance with the Group's Recruitment and Selection Policy which includes a job evaluation process and external market testing where required.

Risk management

The charity's risk plan is presented to the Board every quarter to provide an update on actions against risks and identify any new risks that have arisen. The Directors have reviewed the major risks to which the charity is exposed and consider that they have taken appropriate action to mitigate these risks.

OBJECTS, OBJECTIVES AND ACTIVITIES

Charitable objects

The charity is constituted as a company limited by guarantee. The Directors confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Charity's aims and objectives and in planning future activities. The principal activity of the company is to carry on for the benefit of the community:

- the provision of a community centre for the use and benefit of the inhabitants of Castle Vale, Birmingham, and the surrounding areas;
- to provide social and recreational facilities in the interests of social welfare with the object of improving the conditions of life of persons in need because of their youth, age, infirmity, disability, poverty or social or economic circumstances;
- to provide care, community amenities, other services or assistance for persons who are in need of such care because they are poor or are chronically sick, aged or have mental or physical disabilities or are in necessitous circumstances;
- to relieve sickness generally and in particular through providing facilities for primary health care;
- to promote good health (both mental and physical) among the inhabitants of the Area of Benefit;
- to relieve poverty;
- to advance education;
- to promote any other charitable purpose from time to time.

Our Vision:**Helping people and communities to thrive**

The activities undertaken by the charity are for 'public benefit' and reflect the objectives stated in the Memorandum and Articles. Compass Support Services Limited is a charitable social enterprise with a primary focus upon Castle Vale and delivery within north and east Birmingham. We provide services to enable the community to develop and flourish. We also share our experiences with others to support their community to grow. We enable positive change for people through our services.

Our Strategic Goals and Objectives:*Help People to Reach their True Potential:*

- Enable young people to reach their true potential
- Support people to improve their health and well-being
- Provide support for families, vulnerable groups and older people
- Provide opportunities for people to increase their skills and employability

Empower Communities and identify community driven solutions:

- Work with communities to identify activities that bring about positive change

Build a Strong and Value Driven Organisation:

- Seek funding to deliver projects and work in partnership
- Ensure we are an employer of choice and invest in staff to reach their true potential
- Ensure strong governance

Our Values

- Community
- Respect
- Empower
- Better together

Activities for the year

Our activities for 2019/2020 reflected our main service areas which are:

- Support Services (family support, health & wellbeing, independent living)
- Youth and Employment Services (children and young people, employment support, education services)
- Facilities Management (The Sanctuary – Castle Vale Hub, Castle Vale Stadium and The Lodge - Falcon Lodge Community Hub)

Our activities are aligned with our strategic goals and objectives and continue to respond to local need. The recent coronavirus pandemic, which escalated in the last month of the year, has not deterred us from delivering much needed provision whilst also providing an opportunity to re-think how services are delivered and how people engage in the future.

Help People to Reach their True Potential

We continued to deliver opportunities to enable people to reach their true potential, improve their well-being and quality of life through continuation of existing and the development of new provision.

- Health and well-being – we were key partners in delivering the Neighbourhood Network Scheme (NNS) in Sutton Coldfield and Erdington constituencies. NNS takes a new approach to support vulnerable adults in localities with support from community assets as the first step in the care and support pathway. This has seen amazing results as local community organisations and groups foster positive relationships to support neighbours. Our on-going delivery of Social Prescription was broadened to include GP practices within north Birmingham, where individuals received non-clinical support to enable improvements in health and well-being. We were pleased to be able to lead on new projects within our Ageing Better delivery with a focus upon reducing social isolation for older adults and continued to provide support to our community organisers in developing their role within the local community. A new 'Well-being First' programme was launched to implement prevention and early intervention.
- Family Support – the delivery of our family support service in Castle Vale and Falcon Lodge remained a priority. We recognise that families continue to face tough times and enabling them to develop strategies to manage pressures has paid dividends to the way in which relationships have developed. We supported parents to become champions to provide that much needed friendly face for other parents within their communities, and the group goes from strength to strength.
- Independent Living – our help in providing support to Castle Vale Community Housing (CVCH) tenants to remain in their homes has been invaluable. This has provided people with the tools they need to improve life skills including budgeting, welfare support and links to health provision. We are particularly pleased to be able to continue to offer services to other households, beyond CVCH tenants, extending to Falcon Lodge as part of our 'Well-being First' offer. The service-users we support continue to present with some complex cases and our partnerships with other agencies ensures the right support is provided.
- Education and Employment Support – our delivery within local schools, including Information, Advice and Guidance, has supported hundreds of pupils to access high quality careers provision – enabling them to successfully move into further education, employment or apprenticeships. This is complemented by mentoring provisions, helping young people who have additional support needs. Our focus upon increasing employability continued with our job clubs at The

Lodge (Falcon Lodge Community Hub) and The Sanctuary (Castle Vale). We also secured funding to work with those furthest away from the labour market using our innovative project 'Get Healthy Get Working' which pairs employability supports with life-coaching and well-being provision. This year also saw us re-launch the East Birmingham Employment and Skills Board – a strategic group focusing upon employment and skills priorities within the geography.

- Children and young people – our universal offer continues to be well attended and there has been engagement with new young people in a range of targeted projects. Our 'Cul-de-sac' programme, focussing upon knife crime, provided a real insight into the culture of knife crime, gangs and the judicial system. This, alongside our Young Leaders project, provides positive activities which enables a meaningful relationship to be developed to focus upon more intensive support needs, if required. Our on-going school holiday programme and universal youth service across north Birmingham means we can actively encourage engagement across geographies and age ranges – with joined up delivery on some of our health and well-being projects leading to inter-generational support. We continue to lead on agenda's relating to children, young people and families via a city-wide network, ensuring priorities for this age group are progressed.

Empower Communities and identify community driven solutions

We have continued to work collaboratively with key partners and local residents in our priority neighbourhoods; Castle Vale and Falcon Lodge. Community Plans have been developed and implemented and many actions taken forward to achieve positive outcomes. We will shortly be handing over the Chair position of the Falcon Lodge Community Forum to a local stakeholder, and we know this will be in safe hands to continue to drive the agenda forwards.

The Castle Vale Stadium has been widely used by football clubs and community groups. We are re-setting the priorities for the forthcoming year whilst considering wider opportunities to expand our offer.

During the year we have supported residents to engage more and take the lead in supporting others. The work our volunteers undertake is critical to sustaining support to those who need some help. Parent Champions, community Organisers, Tele-buddy befrienders are a few of the community led groups that are now doing it for themselves.

Build a Strong and Value Driven Organisation

During the year our Board of Trustees and our Management Team were pro-active in:

- reviewing delivery of activities against our Corporate Plan
- the planning process for 2020/2021
- commencing a strategic review for 2020+
- managing current risks and identifying emerging risks to monitor
- managing performance and developing new systems and processes
- ensuring strong financial management and reporting
- approving policies and procedures
- appointing new trustees and maintaining strong governance
- providing positive challenge and support to Officers

ACHIEVEMENT AND PERFORMANCE

Performance against objectives for the year

During 2019/20 we made positive progress against our actions and targets and successfully continued to deliver a range of community regeneration opportunities. We have built upon existing services and developed new projects for 'public benefit'. Whilst there has been strong performance, this is in spite of the on-going challenges charities face with increased competition regarding income, several funding streams have ended. Succession planning continues to identify alternatives in line with our strategic priorities. In addition, people allocation can often be stretched, however during these challenges we continue to perform to a high standard.

Performance Measure	2018/19 performance	2019/20 performance	2020/21 target
121 support to employment clients (No.)	349	133	120
Adults moving into employment, education or training (% of those supported)	32%	31%	35%
People receiving independent living support (No.)	185	113	100
Independent Living Adults achieving a positive outcome	100%	100%	95%
People participating in targeted health activities	793	2172	600
Participants report an improvement in well-being (%)	99%	99%	95%
Families receiving Family Support (no.)	104	110	110
Families achieving a positive outcome (% of those engaged)	100%	100%	95%
Number of young people engaged	1,111	2267	900
Young people achieving a successful outcome (% of those engaged)	92%	97%	95%
Customer satisfaction	99%	98%	98%

Overall, the Charity delivered in line with our Corporate Plan and continued to access new opportunities to enable more people to benefit from our provision. We continue to review performance and focus upon continuous improvement to increase engagement and outcomes for our service-users.

FINANCIAL REVIEW

The Statement of Financial Activities (SoFA), set out on page 15, shows that incoming resources totalled £1,160k for 2020 (2019: £1,591k). The reduction in overall income is due to the Youth Promise Plus contract, a temporary project which came to a planned end in 2019; income from continuing charitable activities rose from £1,134k to £1,158k.

Charitable expenditure followed a similar pattern. Overall expenditure fell to £1,186k (2019: £1,637k), with the difference being due to the end of the Youth Promise Plus contract.

Where projects continue into the next financial year, and with the consent of our funders, we have deferred a further £155k of income (2019: £66k).

Overall there was a net outflow for the year of £26k, an improvement on the previous year (2019: £46k).

The charity's general fund balance at 31 March was £235k (2019: £261k).

Reserves

The Trustees reviewed the charity's reserves policy during the year. The policy is for reserves to be held which, as a minimum, would be sufficient to cover two months of operating expenditure.

The 31 March 2020 reserves of £235k comply with the Trustees' policy. The Trustees are targeting a longer term increase of reserves to three months of operating expenditure.

FUTURE PLANS

The charity has clear objectives for the year ahead, which are based upon our on-going strategic priorities. The charity has also considered the external environment to be able to progress business critical activities to ensure the sustainability of the organisation. Our priorities for 2020-21 are:

- Strategic Review completion – for implementation 2020+ with consideration being given to new operating models (in light of the current pandemic)
- Castle Vale Stadium – business recovery and growth
- Community Hubs – business plan for our community hubs offer
- Workforce development – on-going learning for staff to support the new strategy
- Quality assurance – review of recording, monitoring and case management systems

Principal risks and uncertainties

Principal risks and uncertainties for Compass Support Services Limited are:

- Corporate plan not realised – impacts upon the ability for people to reach their true potential, services significantly reduce, financial viability becomes an issue
- Community Hubs not viable – impacting upon positive outcomes for people
- Diversification/competition from other providers – services significantly reduce or close
- Brexit – implications continue to be closely monitored
- Pandemic business recovery – impact upon income, services delivery and succession planning

Whilst we have robustly managed risk we are not risk averse and understand that managed risks are essential to continued success. As a forward thinking charity we are ambitious and realistic and will continue to regularly review our strategy, the environment, resources and risks.

ACCOUNTING AND REPORTING RESPONSIBILITIES

Statement of Directors' Responsibilities

The Directors are responsible for preparing 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 United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). 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 Charitable Company and of the profit or loss of the Charitable Company for that period. In preparing these financial statements, the Directors are required to:

- select suitable accounting policies and then apply them consistently;
- state whether applicable UK Accounting Standards have been followed, or disclose and explain any material departures from the standards;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charitable Company will continue in business.

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

They are responsible for such internal control as they determine necessary to enable the preparation of financial statements that are free from material misstatement; whether due to fraud or error, and have general responsibility for taking such steps as are reasonably open to them to safeguard the assets of the charitable company and to prevent and detect fraud and other irregularities.

Coronavirus

The coronavirus pandemic has impacted on Compass Support financially and operationally.

Four members of staff have been furloughed, for a mixture of operational and personal reasons. Access to the government's Coronavirus Job Retention Scheme means the financial impact of this is relatively low.

The two community centres at Castle Vale and Falcon Lodge have been closed during lockdown. The overall impact for the year will depend on how long the lockdown continues, what social distancing measures are required after lockdown, and public confidence. Compass's pre-coronavirus budgeted income from these facilities for 2020/21 was £94k. Since the reporting date, Compass has received a business support grant for these facilities of £35k from Birmingham City Council.

The Compass business model always requires additional income to be sourced during the year. Coronavirus will create additional opportunities for services providing support to people in need, and Compass is well placed to deliver these. Since the reporting date Compass has been awarded £172,000 to secure activity/health and wellbeing packs distribution, online support for children, young people and families and volunteer support for befriending services.

At the reporting date, management reviewed all outstanding debtor balances and took a prudent view in light of the economic situation.

Compass has reserves of £235,000 at the reporting date, which is sufficient to cover more than two months of operating costs. Compass bank balances are kept at £11,000, and surplus cash is held by the group parent and invested through its treasury function. There is an intercompany creditor of £339,000 at the reporting date which is payable on demand.

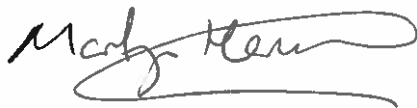
Having assessed all these factors, the board of Compass Support Services Limited has a reasonable expectation that Compass has adequate resources to continue in operational existence for the foreseeable future and, accordingly, continues to adopt the going concern basis in preparing the financial statements.

Statement as to Disclosure of Information to the Auditor

The Directors have taken all the necessary steps to make us themselves aware of any relevant audit information and to establish that the auditor is aware of that information. As far as the Directors are aware, there is no relevant audit information of which the company's auditor is unaware.

In preparing this report, the Directors have taken advantage of the small companies exemption provided by Section 415A of the Companies Act 2006.

The report was approved by the Board on 23 June 2020.



Martyn Hencher
Company Secretary

CHAIR'S REPORT FOR THE YEAR ENDED 31 MARCH 2020

After being a Trustee for 2 years I was excited to be able to take up the Chair's position and provide on-going strategic oversight of Compass Support. The year has provided opportunities to deliver new services and increase our reach and impact. As a result we have developed new partnerships and increased the range of stakeholders we collaborate with for the benefit of our service-users.

The performance during the year has remained strong and the Board has remained focussed upon quality assurance, contract compliance and financial strength. Compass Support officers continue to deliver a truly inspirational amount of work, often with limited resources. During these times people have shown remarkable innovation and commitment in everything they do. I am pleased to say we have seen many examples of this over the year.

The recent coronavirus pandemic has demonstrated that services can be delivered in different ways and yet still achieve the same outcome. I am truly humbled by the quick response Compass Support has provided to many vulnerable young people, families and individuals during this crisis; testament to our charity's objectives and the value of our amazing colleagues.

Our strong performance, however has not come without its challenges. We have had to make some staff changes due to income pressures and the focus upon our strategic review continues into 2020-21 where we will actively consider what Compass Support services may look like post the current crisis. This will enable us to continue to weather future storms.

I would personally like to thank our previous Chair, Alison Fisher, for her support, commitment and guidance during the year alongside Lisa Martinali and her team as well as the other Board members who have been a pleasure to work with.

For the on-going support and contributions of Pioneer Group Board, volunteers, partners and Compass Support staff I thank you.



James Walsh
Chair

25 June 2020

Independent auditor's report to the members of Compass Support Services Limited

Opinion

We have audited the financial statements of Compass Support Services Limited (the 'charity') for the year ended 31 March 2020 which comprise the Statement of Financial Activities, the Balance Sheet and the Statement of Cash Flows and notes to the financial statements, 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 FRS 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 charity's affairs as at 31 March 2020 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC'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.

Emphasis of matter – Going concern and the impact of the COVID-19 outbreak on the financial statements

In forming our opinion on the financial statements, which is not modified, we draw your attention to the directors' view on the impact of the COVID-19 as disclosed on page 9, and the consideration in the going concern basis of preparation on page 20.

During the latter part of the financial year, there has been a global pandemic from the outbreak of COVID-19. The potential impact of COVID-19 became significant in March 2020 and is causing widespread disruption to normal patterns of business activity across the world, including the UK.

The impact of COVID-19 is still evolving and, based on the information available at this point in time, the directors have assessed the impact of COVID-19 on the business and reflected the directors' conclusion that adopting the going concern basis for preparation of the financial statements is appropriate.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's 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.

Opinions 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 Directors' and Trustees' Report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Directors' and Trustees' Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' and Trustees' 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 and proper accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specific by law are not made; or
- we have not received all the information and explanations we require for our audit.
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemption in preparing the Trustees' Report and from the requirement to prepare a Strategic Report.

Responsibilities of Trustees

As explained more fully in the directors' responsibilities statement set out on page 9, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's 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 auditor's 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 auditor's report.

Use of the audit report

This report is made solely to the company's members as a body in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body for our audit work, for this report, or for the opinions we have formed.

David Hoose

**David Hoose (Senior Statutory Auditor)
for and on behalf of Mazars LLP**

Chartered Accountants and Statutory Auditor
45 Church Street
Birmingham

B3 2RT

Date: *24 July 2020*

BALANCE SHEET
As at 31 March 2020

	Note	31 March 2020 £'000	31 March 2019 £'000
Fixed Assets:			
Tangible Fixed Assets	10	15	29
Total Fixed Assets		<u>15</u>	<u>29</u>
Current Assets:			
Debtors	11	424	307
Cash at bank and in hand	15	11	11
Total Current Assets		<u>435</u>	<u>318</u>
Liabilities:			
Creditors: Amounts falling due within one year	12	(215)	(86)
Net current assets		<u>220</u>	<u>232</u>
Total assets less current liabilities		<u>235</u>	<u>261</u>
The funds of the charity:			
Restricted income funds	13	-	-
Unrestricted income funds		<u>235</u>	<u>261</u>
Total charity funds		<u>235</u>	<u>261</u>

The financial statements were approved and authorised for issue by the Board and were signed on its behalf on 23 June 2020



James Walsh
Chair

The notes on pages 18 to 29 form part of these accounts.

STATEMENT OF FINANCIAL ACTIVITIES
for the year ended 31 March 2020

		Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
				Year Ended 31 March 2020	Year Ended 31 March 2019
	Note	£'000	£'000	£'000	£'000
Income from:					
<i>Income from generated funds:</i>					
Investment Income	2	2	-	2	1
<i>Income from charitable activities:</i>					
Central Infrastructure	3	390	-	390	350
Health & Wellbeing Activities		70	392	462	412
Youth Activities		118	188	306	828
		<u>578</u>	<u>580</u>	<u>1,158</u>	<u>1,590</u>
Total income		580	580	1,160	1,591
Expenditure on:					
<i>Charitable activities</i>					
Central Infrastructure	4	(384)	-	(384)	(297)
Health & Wellbeing Activities		(87)	(392)	(479)	(431)
Youth Activities		(135)	(188)	(323)	(909)
Total expenditure		(606)	(580)	(1,186)	(1,637)
Net movement in funds		(26)	-	(26)	(46)
<i>Reconciliation of Funds</i>					
Total Funds brought forward		261		261	307
Total Funds carried forward		235		235	261

The notes on pages 18 to 29 form part of these accounts

STATEMENT OF CASH FLOWS
For the year ended 31 March 2020

	Note	2020 £'000	2020 £'000	2019 £'000	2019 £'000
Net cash generated from operating activities	15		0		0
Cash flows from investing activities					
Purchase of Property, Plant & Equipment		-		(3)	
Interest received		-		-	(3)
Net cash flows from investing activities					
Cash flows from financing activities					
Interest paid		-	-	-	-
Net cash flows from financing activities					
Net decrease in cash and cash equivalents			-		(3)
Cash and cash equivalents at the beginning of year			11		14
Cash and cash equivalents at end of year			11		11

NOTES TO THE FINANCIAL STATEMENTS
31 March 2020

1 ACCOUNTING POLICIES

The following policies have been applied consistently in preparing the accounts of the company.

(a) Accounting convention

The financial statements have been prepared under the historical cost convention in accordance with Financial Reporting Standard 102 (FRS 102).

In preparing the financial statements the Directors have adopted the provisions of the Charities Statement of Recommended Practice (Financial Reporting Standard 102) – “Accounting and Reporting by Charities” effective from 1 January 2015.

Compass Support Services Limited is a public benefit entity (PBE), as defined in FRS 102 and applies the relevant paragraphs prefixed “PBE” in FRS 102.

The entity is a qualifying entity and has also taken advantage of the financial instrument disclosures exemption under FRS 102 (section 1.12).

(b) Company Status

The charity is a company limited by guarantee. The sole member of the company is The Pioneer Housing and Community Group Limited (The Pioneer Group), which has responsibility for the appointment and removal of Directors of the Board.

(c) Fund accounting

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

Restricted funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

(d) Incoming resources

All incoming resources are included in the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Income is deferred, in agreement with the relevant provider, to a level which brings individual projects to break-even. Income so deferred is utilised in subsequent years to fund project expenditure in accordance with grant conditions.

(e) Resources expended

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs relating to that category.

NOTES TO THE FINANCIAL STATEMENTS
31 March 2020

(f) Governance

Governance costs of the charity include those costs associated with meeting the constitutional and statutory requirements of the charity and include audit fees and costs linked to the strategic management of the charitable company.

(g) Debtors

Within current assets, debtors are shown at their recoverable amount.

(h) Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and demand deposits, together with other short term, highly liquid investments that are readily convertible into known amounts of cash and are subject to an insignificant risk of changes in value.

(i) Creditors

Creditors are measured at their settlement amount at the balance sheet date. A liability is recognised for the amount that the charity anticipates it will pay to settle the debt or the amount it has received as an advance payment for goods or services it must provide.

Income is deferred, in agreement with the relevant provider, to a level which brings individual projects to break-even. Income so deferred is utilised in subsequent years to fund project expenditure in accordance with grant conditions and is shown within creditors at the balance sheet date.

(j) Leasing

Payments under an operating lease are charged to the Statement of Financial Activities over the period in which the cost is incurred.

(k) VAT

The company is included within The Pioneer Group VAT registration. A large proportion of the group's income is exempt from VAT, giving rise to a partial exemption calculation. This significantly restricts the recovery of VAT incurred on expenditure, which is therefore shown VAT inclusive.

(l) Employees and pensions

All Compass Support Services Limited staff are employed by The Pioneer Group and recharged to Compass at cost, including NI and pensions contributions made for service during the year.

The Pioneer Group participates in an industry wide multi-employer defined benefit pension scheme accounted for in line with FRS 102. Compass is not recharged for the cost of past service deficits or other non-cash accounting entries required under FRS 102.

NOTES TO THE FINANCIAL STATEMENTS
31 March 2020

(m) Tangible Fixed Assets

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their residual value over their expected useful life on the following basis:

Leasehold Property component replacements	-	10 years
Plant & Machinery	-	4 years
Fixture and Fittings	-	4 years
Computers	-	4 years

(n) Going Concern

Compass Support Services Limited operates as a going concern and the directors are of the view that it will continue to do so for the foreseeable future.

(o) Significant management judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses.

The estimates and associated assumptions are based on historical experience and various other factors that are believed to be reasonable under the circumstances, the results of which form the basis of making the judgements about carrying values of assets and liabilities that are not readily apparent from other sources. Actual results may differ from these estimates.

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 and in any future periods affected.

NOTES TO THE FINANCIAL STATEMENTS
31 March 2020

2 INVESTMENT INCOME

	2020 £'000	2019 £'000
Interest on group current account	2	1
	<u>2</u>	<u>1</u>

3 INCOMING RESOURCES FROM CHARITABLE ACTIVITIES

	Room Hire & Use of Facilities £'000	Grant Funding £'000	Recharge of Management Resource £'000	2020 £'000	2019 £'000
Central Infrastructure					
Support Services	-	160	3	163	165
Sanctuary	130	22	-	152	142
Falcon Lodge	65	10	-	75	43
	<u>195</u>	<u>192</u>	<u>3</u>	<u>390</u>	<u>350</u>
Health & Wellbeing Activities					
Health	-	291	-	291	160
Family Support Service	-	171	-	171	252
	<u>-</u>	<u>462</u>	<u>-</u>	<u>462</u>	<u>412</u>
Youth & Employment Activities					
Youth Outreach	-	60	-	60	111
Youth Investment Fund	-	160	-	160	191
Employment Support	-	86	-	86	70
Youth Promise Plus	-	-	-	-	456
	<u>-</u>	<u>306</u>	<u>-</u>	<u>306</u>	<u>828</u>
	<u>195</u>	<u>960</u>	<u>3</u>	<u>1,158</u>	<u>1,590</u>

NOTES TO THE FINANCIAL STATEMENTS
31 March 2020

4 CHARITABLE EXPENDITURE

	Activities Undertaken Directly £'000	Support Costs £'000	2020 £'000	2019 £'000
Central Infrastructure				
Support Services	2	158	160	95
Sanctuary	124	14	138	123
Falcon Lodge	82	4	86	79
	<u>208</u>	<u>176</u>	<u>384</u>	<u>297</u>
Health & Wellbeing Activities				
Health	277	14	291	148
Family Support Service	171	17	188	283
	<u>448</u>	<u>31</u>	<u>479</u>	<u>431</u>
Youth & Employment Activities				
Youth Outreach	54	6	60	90
Youth Investment Fund (YIF)	170	8	178	191
Employment Support	79	6	85	172
Youth Promise Plus	-	-	-	456
	<u>303</u>	<u>20</u>	<u>323</u>	<u>909</u>
	<u>959</u>	<u>227</u>	<u>1,186</u>	<u>1,637</u>

NOTES TO THE FINANCIAL STATEMENTS
31 March 2020

5 SUPPORT COSTS

	Staff Costs	Office Costs	Central Functions	Governance Costs	2020 £'000	2019 £'000
	£'000	£'000	£'000	£'000	£'000	£'000
Central Infrastructure						
Support Services	143	5	9	1	158	82
Sanctuary	7	4	3	-	14	6
Falcon Lodge	2	1	1	-	4	8
	<u>152</u>	<u>10</u>	<u>13</u>	<u>1</u>	<u>176</u>	<u>96</u>
Health & Wellbeing Activities						
Health	6	6	2	-	14	8
Family Support	5	6	6	-	17	20
	<u>11</u>	<u>12</u>	<u>8</u>		<u>31</u>	<u>28</u>
Youth Activities						
Youth Outreach	4	1	1	-	6	6
YIF	4	2	2	-	8	5
Employment	3	3	-	-	6	11
	<u>11</u>	<u>6</u>	<u>3</u>	<u>-</u>	<u>20</u>	<u>22</u>
	<u>174</u>	<u>28</u>	<u>24</u>	<u>1</u>	<u>227</u>	<u>146</u>

Staff costs have been apportioned across the various project activities on the basis of management time. Office costs and central functions have been apportioned using the number of staff directly employed in each project, whilst also taking into consideration the size of the project itself.

6 GOVERNANCE COSTS

	2020 £'000	2019 £'000
Auditor's remuneration excluding VAT in their capacity as auditor	1	1
	<u>1</u>	<u>1</u>

NOTES TO THE FINANCIAL STATEMENTS
31 March 2020

7 NET MOVEMENT IN FUNDS FOR THE YEAR

	2020	2019
Net movement in funds is arrived at after charging:	£'000	£'000
Depreciation on tangible owned fixed assets	14	12
Auditor's remuneration	1	1
Operating leases	6	6

8 STAFF COSTS

	2020	2019
	Number	Number
The average weekly number of persons employed during the year expressed as full time equivalents (based on 37 hours per week)	41	38
	£'000	£'000
Staff costs for the above		
Wages and salaries	808	1,021
Social security costs	71	93
Other pension costs	28	23
	<hr/>	<hr/>
	907	1,137

Compass does not directly employ any staff. These figures represent the amounts recharged at cost by the group parent, for staff working wholly and directly on Compass activities.

9 DIRECTORS' EMOLUMENTS

The directors are defined as the members of the Board, the Chief Executive and Senior Executive Staff.

None of the Board members received any emoluments. The amount of expenses reimbursed to Board members was nil (2020: nil)

The Chief Executive and senior executive staff are employees of The Pioneer Group and details of their emoluments are presented in the parent company's accounts. The contribution paid by Compass towards Senior Executive Staff was £69,545 (2019: £75,000).

NOTES TO THE FINANCIAL STATEMENTS
31 March 2020

10 TANGIBLE FIXED ASSETS

	Computers	Fixtures & Fittings	Leasehold Premises	Total
	£'000	£'000	£'000	£'000
Cost				
At 1 April 2019	2	53	18	73
Additions	-	-	-	-
At 31 March 2020	2	53	18	73
Depreciation				
At 1 April 2019	(1)	(27)	(16)	(44)
Charge for the year	(1)	(12)	(1)	(14)
At 31 March 2020	(2)	(39)	(17)	(58)
Net book value at 31 March 2020	-	14	1	15
Net book value at 31 March 2019	1	26	2	29

Capital expenditure contracted for, but not provided in the financial statements was nil (2018: nil).

11 DEBTORS

	2020	2019
	£'000	£'000
Amounts due from group companies	337	220
Other debtors	87	87
	424	307

12 CREDITORS: Amounts falling due within one year

	2020	2019
	£'000	£'000
Other creditors and accruals	60	20
Deferred income	155	66
	215	86
	2020	2019
	£'000	£'000
Movement on deferred income		
Deferred income brought forward	66	41
Released in year	(66)	(41)
Deferred in year	155	66
Deferred income carried forward	155	66

NOTES TO THE FINANCIAL STATEMENTS
31 March 2020

13 CHARITABLE FUNDS

	Incoming Resources					
	2019 B/Fwd £'000	Deferred income B/Fwd £'000	Income Received £'000	Deferred income C/Fwd £'000	Resources expended £'000	2020 C/Fwd £'000
RESTRICTED FUNDS:						
Central Infrastructure	-	-	-	-	-	-
Health and Wellbeing activities						
BVSC - Health	-	17	193	(61)	(149)	-
BCC Four Seasons	-	-	20	-	(20)	-
Neighbourhood Network	-	-	81	-	(81)	-
Wellbeing Early	-	-	39	-	(39)	-
Family HS2 Groundwork	-	17	50	(17)	(50)	-
Family projects	-	-	71	(18)	(53)	-
	-	34	454	(96)	(392)	-
Youth Activities						
Youth projects	-	2	7	(1)	(8)	-
Youth Investment Fund	-	29	168	(35)	(162)	-
Employment Henry	-	-	41	(23)	(18)	-
	-	31	216	(59)	(188)	-
	-	65	670	(155)	(580)	-
UNRESTRICTED FUNDS:						
General Fund	261	1	579	-	(606)	235
TOTAL FUNDS	261	66	1,249	(155)	(1,186)	235

The general fund represents the free funds of the charity which are not designated for particular purposes.

NOTES TO THE FINANCIAL STATEMENTS
31 March 2020

14 OPERATING LEASE COMMITMENTS

The company has a lease agreement with the Castle Vale Community Fund in respect of its community building, the payments of which extend over 125 years from 25 March 1995. The total future minimum rental payments are:

	Buildings	Total	Total
	£'000	2020	2019
		£'000	£'000
Up to one year	4	4	6
Between one and five years	16	16	16
After five years	380	380	384
	<u>400</u>	<u>400</u>	<u>406</u>

15 STATEMENT OF CASH FLOWS

	2020	2019
	£'000	£'000
Cash flow from operating activities		
Deficit for the year	(26)	(46)
Adjustment for non-cash items:		
Depreciation of tangible fixed assets	14	13
Decrease in debtors	(117)	-
Increase in creditors	40	8
Adjustments for investing or financing activities:		
Increase / (decrease) in deferred income	89	25
Interest received	-	-
Cash generated by operations	<u>0</u>	<u>0</u>
Cash and cash equivalents		
Cash at bank and in hand	<u>11</u>	<u>11</u>
Cash and cash equivalents	<u>11</u>	<u>11</u>

16 TAXATION

The company has charitable status and has no liability for taxation on the activities it undertakes at the present time.

17 MEMBERS GUARANTEE

In the event of the charity being wound up, the liability of individual members is limited to a maximum contribution of £1.

NOTES TO THE FINANCIAL STATEMENTS
31 March 2020

18 ULTIMATE CONTROLLING PARTY

The ultimate controlling party of the company is its parent, The Pioneer Housing and Community Group Limited, a Registered Society under the Co-operative and Community Benefit Societies Act 2014 incorporated in England and Wales. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

The smallest and largest group in which the results of the company are consolidated is that headed by The Pioneer Housing and Community Group Limited. Copies of the parent's consolidated financial statements can be obtained from the Company Secretary, 11 High Street, Castle Vale, Birmingham, B35 7PR.

19 RELATED PARTY TRANSACTIONS

The company has taken advantage of the exemption under FRS 102 "Related Party Disclosures" not to disclose related party transactions between companies which are 100% or more owned by the ultimate parent company.

NOTES TO THE FINANCIAL STATEMENTS
31 March 2020

20 Statement of Financial Activities - 31 March 2019 comparatives

	Unrestricted Funds	Restricted Funds	Total Funds Year Ended 31 March 2019
	£'000	£'000	£'000
Income from:			
<i>Income from generated funds:</i>	1	-	1
Investment Income			
<i>Income from charitable activities:</i>			
Central Infrastructure	350	-	350
Health & Wellbeing Activities	168	244	412
Youth Activities	614	214	828
	<u>1,132</u>	<u>458</u>	<u>1,590</u>
Total income	<u>1,133</u>	<u>458</u>	<u>1,591</u>
Expenditure on:			
<i>Charitable activities</i>			
Central Infrastructure	(297)	-	(297)
Health & Wellbeing Activities	(187)	(244)	(431)
Youth Activities	(695)	(214)	(909)
Total expenditure	<u>(1,179)</u>	<u>(458)</u>	<u>(1,637)</u>
Net movement in funds	<u>(46)</u>	<u>-</u>	<u>(46)</u>
<i>Reconciliation of Funds</i>			
Total Funds brought forward	307		307
Total Funds carried forward	<u>261</u>		<u>261</u>

