

**ANNUAL REPORT AND
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2020**

**THE GLADE
CENTRE**

(A Company Limited by Guarantee)

Charity Registration Number 1104504
Company Registration Number 05148165

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THE GLADE CENTRE
(A COMPANY LIMITED BY GUARANTEE)

CHAIR'S REPORT

Well, what a year! The global pandemic has had a dramatic effect on all of us during 2020, personally and in our dealings with friends, family and the wider community. We have all adapted our behaviour and looked on with horror and apprehension at developments around the world. I fear we may have also narrowed our view to concerns in our own country, without fully appreciating the devastating impact of the virus in countries with less advanced medical facilities.

On the brighter side, GLADE will emerge from 2020 in as strong a position as any of us can remember in recent years and we can be proud of our rapid response to the new ways of working and our enhanced reputation as a national leader in the field of development education.

Much of the credit for this goes of course to our Programme Director, Lynn Cutler, and we are particularly grateful for the dedication and expertise she has demonstrated this year. Following the Trustees decision not to retreat into a furlough situation, Lynn set about transforming our work programme from face-to-face activities to on-line working. This was a very real challenge and its successful outcome is founded on four factors: the coherence and value of the programme itself; the range of contacts we have in the field of development education; the imagination and expertise with which new techniques were used to transform our offering; and the close match between what we can now provide and the appetite in schools and amongst teaching staff to improve and enhance their practice and their knowledge and global experience.

The pandemic has demonstrated how closely interconnected world affairs have become. The UN Sustainable Development Goals, upon which much of our work is based, remain a guiding light for how the international community can **Build Back Better**. GLADE will have a key role in 2021 in seeking and developing even better ways of raising public consciousness of these Goals and facilitating their delivery.

Trustees have played their part in sustaining GLADE during the year and I want to thank them all, particularly our Secretary Laura Tilling and our Treasurer Sandra Aldworth for focusing us on the administration and finances of the organization. Volunteers have also come forward during the year and they are very welcome on board. Lots of good work has been done on our communications capacity and Lynn herself and Nigel Milne deserve particular mention for this.

The challenges we have faced are by no means over and more opportunities are now emerging, particularly the prospect of working with the Black Lives Matter network and responding to the Green agenda. I believe we can look forward to the future with confidence.

Jon Gray, October 2020

THE GLADE CENTRE
(A COMPANY LIMITED BY GUARANTEE)

PROGRAMME DIRECTOR'S REPORT

Introduction

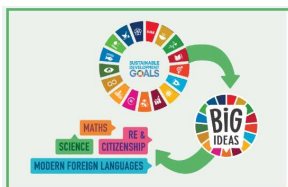
At GLADE we believe that every person has the right to understand and responsibility to take part in the process of global development and change. GLADE aims to promote the knowledge, skills and attitudes needed to cope with these changes which are becoming more 'front page, mainstream' with each passing crisis, news feature and high profile campaign.

We support those with whom we work and collaborate by

- Developing knowledge and understanding of the economic, social, political, environmental and cultural issues that shape all our lives
- Identifying links and connections between the lives of people throughout the world, particularly between people in Somerset and people in developing countries / the Global South.
- Developing and exchanging skills of enquiry and critical thinking, and the ability to engage with different perspectives of the world and its issues.
- Developing attitudes and values that acknowledge rights and responsibilities in local and global communities
- Challenging preconceptions and stereotypes about people's behaviour and lifestyles
- Increasing motivation to make a difference
- Creating opportunities for participation to achieve change for a more just society, now and for the future.

See <https://glade.org/about/> for further background information about GLADE

Projects and Contracts



World Class Teachers – Global Issues, Global Subjects

GLADE is a Delivery Partner on this project which is led by Leeds DEC (Leeds Development Education Centre). It is a three year European Community-funded project which ends March

2021. The project used the UN's Sustainable Development Goal for Climate Action as a starting point to develop a set of “Big Ideas”, providing a summary of the most important things young people need to know about climate change by the time they leave school, complete with a set of learning outcomes.

This year has focused on the development of frameworks and lessons for Mathematics, Science, Religious Education & Citizenship and Modern Foreign Languages (MFL), to help teachers unpack contemporary global issues. My time has been spent on reviewing the MFL materials for their global learning content. The resources that have been developed address global challenges such as Climate Change, Gender Equality, Migration, International Inequalities and Intercultural Understanding, with lessons being written by subject teachers trained by the project and climate change specialists. The result has been a set of “Big Ideas” with learning outcomes integrated within existing topics taught in subject curricula.

GLADE’s remit is to build the Global Learning expertise of subject staff in one Somerset secondary school, through running training sessions and following up with coaching and mentoring. These teachers were invited to trial lesson activities, provide feedback and begin to contribute to writing. Teachers Olivier Bagnara - Huish Episcopi Academy and Jonathan Peace – Preston School, contributed activities for French and Spanish.

As the project enters its final year, we’ll be supporting Leeds DEC to widen the reach of the subject-specific materials across Somerset and the South West. And from the Autumn Term, operating within Covid-19 constraints, I’ll be liaising with lead teachers to create opportunities for students to undertake active global citizenship around some of these Big Ideas across these subject areas

For more about this programme go to <https://leedsdec.co.uk/climate-action-vm/>

Local Advisor with Connecting Classrooms through Global Learning (CCGL)

British Council writes *“This project is part-funded with UK aid from the British people. The Foreign, Commonwealth & Development Office (FCDO) pursues our national interests and projects the UK as a force for good in the world. We promote the interests of British citizens, safeguard the UK’s security, defend our values, reduce poverty and tackle global challenges with our international partners.”* See <https://connecting-classrooms.britishcouncil.org/about>

As Local Advisor with a coverage area of 7-10 counties in the south west region, I support schools to get the most benefit from this Government-funded programme. Currently, I support seventeen clusters of schools and I’m helping the bringing together of seven or so more school clusters, so they can collaboratively access training, funding and support for teachers to equip their pupils with the knowledge, skills and attitudes to act more thoughtfully, ethically and responsibly as citizens and contributors to society.

The excitement of this for me, is the way this work changes from day to day. One day I can be suggesting how the programme can support teachers to embed Learning for Sustainability, social and cultural development, or a wider understanding of ethical and environmental issues into their classroom practice. For schools ready to apply for funding, I'm on hand to support teachers with their application for up to £35,000 for global learning activity with school clusters and partners. I might be helping teachers carry out a self-assessment to decide which parts of the programme will benefit their school and curriculum requirements the most. On another day, I might be leading training for teachers around globalisation or intercultural understanding or cross curricular planning.

As I write this report, British Council has confirmed that it has agreed an extension with FCDO for Connecting Classrooms through Global Learning until March 2022. Pearson (the contract lead) still needs to work on the detail with British Council but there are some elements that are already confirmed:-

- there will be three additional application deadlines for schools (8 February, 12 April and 14 June 2021)
- all current grant agreements with schools are being extended until December 2021 to allow time for travel and collaborative projects
- final reports from schools will need to be in by December 2021
- January to March 2022 will be for internal programme wrap up, with no school activity

Global Teachers Award (GTA) – delivery contract within CCGL

This delivery contract is held by Global Education Derby (GED) on behalf of CODEC (Consortium of DECS). Yvonne Luce (GED) and I coordinate delivery of the contract, with the most experienced trainers from DECs across England and attend quarterly monitoring meetings with the British Council.

Having originally developed the Award as a training offer for face to face delivery, the British Council early in 2020– in line with Government and health advice - postponed all face-to-face components of CCGL including face-to-face professional development courses. Yvonne and I recognised this as an opportunity for GLADE and CODEC to move the GTA online, so I repurposed the course for live, online delivery, gaining approval from the British Council for the course to continue to receive funding for delivery to teachers in state-funded school in England. The re-purposing has proved to be a success, with eleven GTA live, online courses run over the summer with over 80 teachers completing and going on to undertake classroom practice for the GTA assignment during the Autumn term.

Trainers have been overwhelmingly positive about the course we have developed. They feel the pre-course activity is particularly effective at establishing a positive mindset for the teachers and feel it could be incorporated into the face to face course in future. The in-course training activities make the most of online platforms trialled and refined by Yvonne and me,

to be interactive and reflective in nature. This is recognised by teachers in their feedback to us and to British Council.

Feedback from teachers, both through on-the-day evaluations to the trainers and to British Council in the post-course survey, reveals most respond “strongly agree” for all questions with only a few selecting “agree” for some of the questions. The online course has achieved a score of 9.7 out of 10 on the post course survey.

Seven DECs had around 10 trainers doing delivery of the British Council approved course. My role was to support them with content and delivery and provide mentoring for reporting. Looking forward, there are nine online courses scheduled for delivery in the period October 2020 to February 2021. I have run familiarisation webinars and mentoring sessions for the 11 DECs now offering the course across England. GLADE's next GTA course is scheduled for 17th and 21st November 2020.

For further information see <https://glade.org/services/global-teacher-award-course/> and <https://www.codec.org.uk/courses/global-teachers-award/>

Equitable and Sustainable Partnerships – delivery within Connecting Classrooms through Global Learning

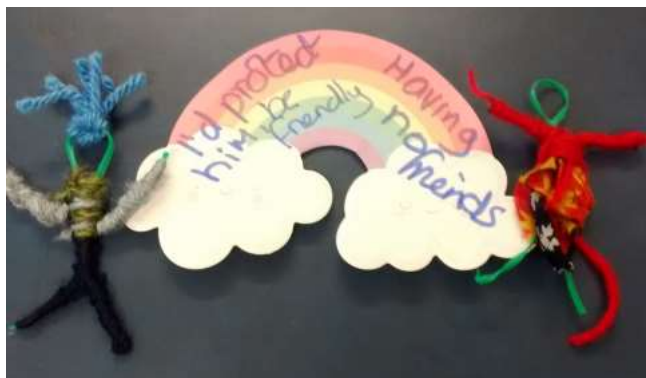
This delivery contract is held by Pearson on behalf of CODEC. Although intended as a face-to-face course offer within CCGL, this too succumbed to Covid-19 constraints. As I'd delivered three face-to-face courses over 2019, during early summer 2020 I was selected to repurpose this course into a live, online offer. Having secured approval for funded delivery, I delivered the first live online course in August 2020. Participants' experience of partnership varied from many years in partnership through to just starting out. And although just seven eligible teachers attended, these were drawn from primary and secondary schools. A GLADE Trustee, Laura Tilling, attended along with CODEC Trainers Yvonne Luce (GED) and Lisa Fabey (GED, providing administrative support) the latter two attending in order to preview the course in preparation for their own delivery. 100% of the participants rated all aspects of the course as excellent. They all made connections between course activities and content, with their own partnership and demonstrated reflective learning to progress their partnership.

GLADE's latest course delivery was on 20th and 22nd October, with 14 teachers from schools in England. Two teachers from Morocco and Nepal dropped into the sessions to bring different perspectives on partnership. GLADE plans to deliver further courses in January 2021.

For further information see <https://glade.org/partnerships-online-course/>

Commissions

Over the year GLADE has carried out commissioned activity; two examples are given below:-



Diocese of Bath and Wells “Pilgrim Days” for Primary School leavers

Hundreds of children from Church of England schools all over the Diocese attend this event every June. Laura Tilling has been delivering workshops on behalf of GLADE for a number of years, and in June 2019 was assisted by a several of GLADE’s Trustees. Each workshop combines a craft activity from another country with discussion of global interdependencies and issues inspired by the activity. (In 2019 the specific crafts

chosen were Adinkra printing and paper bead making, based on GLADE’s “Global Bite” activities.) Unfortunately the constraints of covid-19 put a stop to the workshops in 2020. There is no decision yet about 2021.

Spaeda Family-learning community workshop for school and community engagement;

Sandra Aldworth and I ran the Global Bites activity, “Worry Dolls” as drop-in sessions at Chard Library to prompt children and their parents/ carers making worry dolls to talk around some of the issues raised in the book ‘The Boy at the Back of the Class’. The story is about four classmates who are full of empathy for Ahmet, a boy who comes to their school as a refugee from Syria (he is the boy at the back of the class). Through the questions we posed, we encouraged the children to chat to their adults about things that had struck them and how they would go about solving or avoiding similar issues themselves. There are plans to digitise some of the Global Bites to widen their reach to online and learning from home

Global Resources Loans

We are proud of our global learning resources, and many are available for loan on a pay-as-you-go service to nurseries, schools, community and youth groups. They include items for handling, as well as exhibiting, such as the everyday and memorable objects contained in our Country Collections and Themed Collections. Drawn from over 30 countries, many of these items and accompanying photos are not easily found elsewhere. These Collections are the envy of many, for the opportunities for awe and wonder, delight and curiosity they bring with them. However, as the wealth of educational resources online increases and use of our loans service is declining, and is now further constrained by the covid-19 pandemic, So we are looking at digitising some of these Collections so their use can be extended and remain powerful stimulus for global learning during virtual and online activity.

Thanks go to Resources for Learning for the delivery and collection service to schools they help us provide.

For more information see <https://glade.org/resources/global-resource-loans/>

Consortium of Development Education Centres (CODEC)

CODEC brings together independent, not-for-profit organisations that support and deliver global learning in schools and communities across England. Like GLADE all these development education centres (DECs) help people of all ages learn about the world around them and further afield, building the key idea of interdependence. CODEC has helped GLADE increase our collaboration with other DECS, it's raised GLADE's profile as deliverer of quality, well-received courses and given us space to provide train-the-trainer workshops.

In December 2019, I attended the Consortium of Development Education Centres (CoDEC) conference. I co-led a half-day train-the-trainers session with quality assurance for the Global Teachers Award with Yvonne Luce from GED, and attended training run by the two National team leaders, around providing an effective local advisory service for schools

Throughout the year, I continued to liaise with colleagues from the other three DECs in the south west, sharing ideas for project applications, and collaborating on training opportunities, widening the reach of global learning and self-run support sessions. Most recently has been the sharing of online activities and an opportunity for me to practise and try out video-conferencing platforms to gain confidence in their use for training courses.

GLADE continues to be active in identifying and acting on opportunities that arise from CODEC's strengths and supportive in helping address weaknesses and building capacity of each DEC.

For more information see <https://www.codec.org.uk/>

In conclusion, my grateful thanks go to GLADE's Trustees and volunteers, for believing in GLADE, for making themselves available to talk, plan and problem solve. All with a much-valued, 'can-do approach'. They are worth their weight in fairly-traded gold!

Lynn Cutler, October 2020

**THE GLADE CENTRE
(A COMPANY LIMITED BY GUARANTEE)**

LEGAL AND ADMINISTRATIVE INFORMATION

WORKING NAME	Glade
CHARITY NUMBER	1104504
COMPANY REGISTRATION NUMBER	05148165
START OF THE FINANCIAL YEAR	1 st April 2019
END OF FINANCIAL YEAR	31 st March 2020
DATE OF INCORPORATION	8 th June 2004
DIRECTORS AT 31 ST MARCH 2020	Jonathan Frederic Gray(Chair) Laura Tilling (Secretary) Janet Wingfield Sandra Aldworth (Treasurer) Elizabeth Idan-Johnson Olivier Bagnara
GOVERNING DOCUMENT	Memorandum & Articles of Association Incorporated 8 th June 2004
OBJECTS	To advance the education of the public in all matters relating to World and community development including cultural, economic, environmental issues and other related aspects.
CORRESPONDENCE ADDRESS	The Glade Centre Resources for Learning Parkway Bridgwater TA6 4RL
PRIMARY BANKERS	Unity Trust Bank PLC Nine Brindley Place 4 Oozells Square Birmingham B1 2HB
REPORTING ACCOUNTANTS	Roberts and Madge Limited 68 Lower Bristol Road Clutton Bristol, BS39 5QT

THE GLADE CENTRE
(A COMPANY LIMITED BY GUARANTEE)
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST MARCH 2020

Incorporating Income & Expenditure Account

INCOMING RESOURCES		Unrestricted	Restricted	TOTAL	2019
Donations Legacies and Similar Incoming Resources	3a	5	-	5	520
Incoming Resources from Operating Activities	3b	33,530	-	33,530	22,693
Investment Income	3c	-	-	-	-
Other Income	3d	-	-	-	-
TOTAL INCOMING RESOURCES		33,535	-	33,535	23,213
RESOURCES USED					
Grants Payable in Furtherance of Charity Objects	4a	-	-	-	1,300
Costs of Activities in Furtherance of Charity Objects	4b	23,576	-	23,576	13,277
Support Costs	4c	791	-	791	492
Resources Expended on Managing and Administering the Charity	4d	429	163	592	522
TOTAL RESOURCES USED		24,796	163	24,959	15,591
NET RESOURCES (OUTGOINGS)		8,739	(163)	8,576	7,622
Total Funds Brought Forward		8,593	651	9,244	1,622
Total Funds Transferred		-	-	-	-
TOTAL FUNDS CARRIED FORWARD		17,332	488	17,820	9,244

Movements on all reserves and all recognised gains and losses are shown above. All of the charity's operations are classed as continuing.

The notes on pages 6 to 11 form part of these financial statements.

THE GLADE CENTRE
(A COMPANY LIMITED BY GUARANTEE)
BALANCE SHEET
AS AT 31ST MARCH 2020

	Note	2020	2019
Fixed Assets			
Tangible Assets	2	591	788
Current Assets			
Stock	6	200	200
Debtors	8	7,658	2,924
Cash at Bank and in hand	7	<u>13,642</u>	<u>9,605</u>
		21,500	12,729
Creditors: amounts falling due within one year	9	4,271	4,273
NET CURRENT ASSETS		<u>17,229</u>	<u>8,456</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		17,820	9,244
NET ASSETS		<u>17,820</u>	<u>9,244</u>
CAPITAL AND RESERVES			
General Funds		17,332	8,593
Restricted Funds	5	488	651
		<u>17,820</u>	<u>9,244</u>

The Directors have:

- a) taken advantage of the Companies Act 2006 in not having these Accounts audited under Section 477(2) of the Act.
- b) Confirmed that no notice has been deposited under Section 476 of the Companies Act 2006.
- c) Acknowledged their responsibilities for ensuring that the Company keeps accounting records which comply with Section 386 of the Companies Act 2006.
- d) Acknowledged their responsibilities for preparing Accounts which give a true and fair view of the Company as at the end of the year and of its surplus or deficit for the financial year in accordance with the requirements of the Companies Act 2006, so far as applicable to the Company.
- e) Taken advantage of the exemptions conferred by the Companies Act 2006 on the basis that the Company qualifies as a small company.

Approved by the Board

J Gray (Chair)

THE GLADE CENTRE
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2020

1. ACCOUNTING POLICIES

The accounts have been prepared in accordance with applicable accounting standards and follow the recommendations in Statement of Recommended Practice: Accounting for Charities (SORP) issued in October 2000 as updated January 2003.

Voluntary income is received by way of donations and gifts. It is shown in full in the Statement of Financial Activities, when received. Gifts in kind are valued at their estimated value to the charity and are included under the appropriate headings.

Intangible income is valued and included in income to the extent that it represents goods or services where another party is bearing the financial cost and the benefit is quantifiable. Where it is difficult or not possible to quantify the benefit, or where there is no financial cost borne by another party (eg. Volunteers), the accounts do not include the intangible income.

Grants, including grants for the purchase of fixed assets, are recognised in full in the Statement of Financial Activities in the year in which they are received.

Restricted funds are to be used for the specific purposes as required by the donor. Expenditure which meets these criteria is allocated to the relevant fund. Income derived from these funds is retained within the funds concerned. Designated funds are unrestricted funds which the trustees have designated to be used for a specific purpose. Where these funds yield investment income, this is available for general purposes. Unrestricted funds are funds which are not designated or restricted.

There has been no change to the accounting policies (valuation rules and methods of accounting) since last year.

Depreciation is calculated at a rate to write off the cost of tangible fixed assets on a reducing balance basis over their estimated useful lives. The rates applied per annum are as follows:

Fixtures and Fittings	25%
Equipment	25%

2. TANGIBLE FIXED ASSETS

	General Equipment £	General F&F £	Restricted Equipment £	Total £
EQUIPMENT				
Cost at 1 April 2019	6,044	1,574	17,172	24,790
Disposals				
Cost at 31 March 2020	<u>6,044</u>	<u>1,574</u>	<u>17,172</u>	<u>24,790</u>
Depreciation at 1 April 2019	5,919	1,562	16,521	24,002
Charge for the year	31	3	163	197
Depreciation at 31 March 2020	<u>5,950</u>	<u>1,565</u>	<u>16,684</u>	<u>24,199</u>
Net Book Value 31 March 2020	<u>94</u>	<u>9</u>	<u>488</u>	<u>591</u>
Net Book Value 31 March 2019	<u>125</u>	<u>12</u>	<u>651</u>	<u>788</u>

THE GLADE CENTRE
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2020

3. INCOMING RESOURCES	Unrestricted Funds £	Restricted Funds £	Total 2019/20 £	Total 2018/19 £
a) Donations Legacies and similar incoming resources				
Grants	-	-	-	-
Donations	5	-	5	520
	<u>5</u>	<u>-</u>	<u>5</u>	<u>520</u>
b) Incoming resources from operating activities				
Sessions	33,530	-	33,530	22,693
Loan of resources	-	-	-	-
Friends of Glade	-	-	-	-
	<u>33,530</u>	<u>-</u>	<u>33,530</u>	<u>22,693</u>
c) Investment Income				
Bank Interest	-	-	-	-
	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
d) Other Income				
Sundry Income	-	-	-	-
	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>

THE GLADE CENTRE
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2020

4. RESOURCES EXPENDED	Unrestricted Funds	Restricted Funds	TOTAL 2019/20	TOTAL 2018/19
a) Grants payable in Furtherance of Charity Objects				
Grants	-	-	-	1,300
b) Costs of Activities in Furtherance of Charity Objects				
Salaries	19,489	-	19,489	10,200
Sub Contractors fees	-	-	-	538
Travel & Workshop costs	2,194	-	2,194	985
Premises Costs	1,893	-	1,893	1,554
	<u>23,576</u>	-	<u>23,576</u>	<u>13,277</u>
c) Support Costs				
Telephone & Internet	498	-	498	316
Printing, Postage and Stationery	293	-	293	176
	<u>791</u>	-	<u>791</u>	<u>492</u>
d) Resources expended on Managing and Administering the Charity				
Insurance	188	-	188	188
Conference	135	-	135	-
Bank Charges	72	-	72	72
Depreciation	34	163	197	262
	<u>429</u>	<u>163</u>	<u>592</u>	<u>522</u>

THE GLADE CENTRE
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2020

5. RESTRICTED FUNDS

Balance 1 April 2019	Transfer	Expenditure	Balance 31 March 2020
£	£	£	£
651	-	163	488
<u>651</u>	<u>-</u>	<u>163</u>	<u>488</u>

The restricted funds of the charity are represented by tangible fixed assets .

6. STOCK

Stock is made up of teaching materials and goods purchased for resale in order to generate funds in furthering the charity's objects and is valued at the lower of cost and net realisable value.

7. CASH AT BANK AND IN HAND

	2020	2019
	£	£
Current Account	13,603	9,571
Deposit Account	4	4
Petty Cash	35	30
	<u>13,642</u>	<u>9,605</u>

8. DEBTORS

	2020	2019
	£	£
Debtors Control	7,658	2,924
Prepayments	-	-
	<u>7,658</u>	<u>2,924</u>

9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2020	2019
	£	£
Creditors Control	4,071	4,073
Accountancy Fees	200	200
	<u>4,271</u>	<u>4,273</u>

£

THE GLADE CENTRE
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2020

10. STAFF COSTS AND NUMBERS

	£	£	2020	2019
Gross Wages and Salaries			19,445	10,200
Employers Pension Contribution			44	-
			<u>19,489</u>	<u>10,200</u>
Employees who were engaged in each of the following activities:			2020	2019
Activities in furtherance of organisation's objects			1	1

No employees received emoluments over £50,000.

11. RECONCILIATION OF MOVEMENT ON CAPITAL AND RESERVES

The Company is limited by Guarantee and is a Charity registered with the Charity Commission number 1104504 and does not have a share capital. The company has no income subject to Corporation Tax.

	Note	2020 £	2019 £
Balance brought forward		9,244	1,622
(Deficit)/Profit for the financial year		8,576	7,622
		<u>17,820</u>	<u>9,244</u>

12. RISK ASSESSMENT

The directors actively review the major risks which the charity faces on a regular basis and believe that maintaining the free reserves stated combined with the annual review of the controls over key financial systems carried out on an annual basis will provide sufficient resources in the event of adverse conditions. The directors have also examined other operational and business risks which they face and confirm that they have established systems to mitigate the significant risks.

13. RESERVES POLICY

The directors have considered the level of reserves they wish to retain, appropriate to the charity's needs. This is based on the charity's size and the level of financial commitments held. The directors aim to ensure the charity will be able to continue to fulfil its charitable objectives even if there is a temporary shortfall in income or unexpected expenditure. The directors will endeavour not to set aside funds unnecessarily.

ACCOUNTANTS REPORT TO THE MEMBERS ON THE UNAUDITED ACCOUNTS OF THE GLADE CENTRE

We report on the accounts for the year ended 31 March 2020 set out on pages 3 to 10.

Respective responsibilities of directors and reporting accountants.

As described on page 5 the trustees, who are also the directors of The Glade Centre for the purpose of company law, are responsible for the preparation of the accounts, and they consider that the company is exempt from an audit. It is our responsibility to carry out procedures designed to enable us to report our opinion.

Basis of opinion

Our work was conducted in accordance with the Statement of Standards for Reporting Accountants, and so our procedures consisted of comparing the accounts with the accounting records kept by the company, and making such limited enquiries of the officers of the company as we considered necessary for the purpose of this report. These procedures provide only the assurance expressed in our opinion.

Opinion

In our opinion:

- a) the accounts are in agreement with the accounting records kept by the company under the Companies Act 2006.
- b) having regard to, and on the basis of, the information contained in those accounting records
 1. the accounts have been drawn up in a manner consistent with the accounting requirement specified in the Act; and
 2. the company is satisfied the condition for exemption from an audit of the accounts for the year specified in section 476 of the Act and did not, at any time within that year, fall within any of the categories of companies not entitled to the exemption specified in the Act.

Roberts and Madge Limited
Financial and Management Consultants
68 Lower Bristol Road
Clutton
Bristol
BS39 5QT

Date