

Company no. 3917115
Charity no. 1079353

**Immigrant Counselling and Psychotherapy
(icap)
Report and Financial Statements
31 March 2011**

sayer vincent

consultants and auditors

Immigrant Counselling and Psychotherapy (icap)

Reference and administrative details

For the year ended 31 March 2011

Company number 3917115

Charity number 1079353

Registered office and operational address 96 Moray Road
Finsbury Park
London
N4 3LA

Trustees Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Colin McNicholas	Chairman	
Joe Browne	Treasurer	
Jerry Kivlehan		
Oonagh O'Toole	Company Secretary	
Frances Thornton		(retired 10 May 2011)
John Walshe		(appointed 9 October 2010)

Principal staff Gary Fereday Chief Executive

Bankers Allied Irish Bank (GB)
100 Grays Inn Road
London
WC1X 8AL

Solicitors McKenna-Donnolly & Co
21 Horsley Court
Montaigne Close
London
SW1P 4BF

Auditors Sayer Vincent
Chartered accountants and statutory auditors
8 Angel Gate
City Road
London
EC1V 2SJ

Immigrant Counselling and Psychotherapy (icap)

Report of the trustees

For the year ended 31 March 2011

The Trustees present their report and the audited financial statements for the year ended 31 March 2011.

Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities (issued in March 2005).

The organisation is a registered charity founded in 1996 and a charitable company limited by guarantee, incorporated on 1 February 2000 and registered as a charity on 11 February 2000.

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.

The charity provides high quality culturally-sensitive psychotherapy to help people heal their lives and deal with emotional trauma, depression and risk of suicide. The charity was founded primarily to meet the needs of Irish immigrants resident in Britain. The charity today provides counselling and psychotherapy to people from a wide range of ethnic and cultural backgrounds.

Objectives of the charity

Our charitable objectives remain the same as the day we started: to promote good mental health and wellbeing and rebuild shattered lives through psychotherapy, particularly for the most vulnerable, isolated and lonely in society. Life events and experiences can, at any time, devastate a person's life, leaving them feeling helpless and hopeless, and lacking the wherewith to live a full life. We respond to this need by providing the highest quality culturally sensitive psychotherapy and ensure that our clients' needs are at the centre of everything we do.

The charity has developed a clearly recognised track record in helping clients with a range of problems including depression, anxiety, abuse, anger and aggression, and addiction; and have particular expertise of working with:

- Irish people and people of Irish descent living in Britain
- adults who were abused in childhood
- people who have experienced institutional or clerical abuse
- women who have experienced rape, sexual abuse or domestic violence
- people who misuse alcohol and drugs
- people who have experienced post-traumatic stress disorder (PTSD)

The ongoing provision of the above services remains our primary objective that produces a high social dividend of immense social benefit.

Why is our work necessary?

There is considerable evidence showing Irish people living in Britain have some of the poorest physical and mental health record among minority ethnic people. The Irish in Britain are often invisible to statutory providers such as the National Health Service yet are substantially over-represented in mental health statistics:

- Irish people have a high incidence of mental health problems- well above the rates for other migrant groups (with the exception of psychosis in the African-Caribbean population). *Weich S, et al (2004) Common mental disorders and ethnicity in England. The EMPIRIC Study. Psychological Medicine, vol 34, pp 1543-1551*

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- Irish people have significantly higher rates of GP consultations for psychological problems, particularly depression. *Ryan L, et al (2006) Depression in Irish migrants living in London. A case control study. British Journal of Psychiatry, vol 188, pp 560-566.*
- First and second generation Irish people in Britain have high rates of hospital admission for alcohol related disorders. *Walls P (1996) Researching Irish Mental Health Issues and Evidence. A study of the mental health of the Irish community in Haringey.*
- Suicide rates for Irish men are more than double the rate for all men, and are about 44% higher for Irish women than for all other women. *De Ponte P (2005), Deaths from suicide and undetermined injury in London. London Development Centre for Mental Health and London Health Observatory.*

The trauma experienced by our clients has a particular cultural dimension that we are skilled at recognising and to which we respond. By trauma we are referring to significant and long lasting psychological distress caused by:

- **Cultural trauma:** the often neglected pain of forced emigration, the despair felt by those wrenched from their attachments and support networks, and the struggles to integrate into an alien (and often alienating) culture.
- **Affective trauma:** the particular constellations of mental health symptoms associated with a lack of societal integration – including dissociation, fragmentation and psychic breakdown.
- **Experiential trauma:** the particularly complex symptoms arising from client's experiences of physical, sexual, and emotional abuse perpetrated by family members, attachment figures, authority figures and/or strangers.

The clients we work with typically present with one or more of these traumata and require an intensive psychological intervention that tends not to be available or is culturally inappropriate either through statutory NHS providers or through private practitioners. The unique mixture of cultural sensitivity and trauma-awareness our clinicians provide allows clients to move from the paralysing grip of debilitating depression, anxiety, PTSD and dissociation to a position of self reliance and empowerment.

Around a third of our current clients were resident in institutions in Ireland when they were children.

Who benefits from our work?

a) Individual clients

Our work helps clients rebuild their shattered lives, helping increase self esteem and confidence, and start to engage in relationships and social interactions by giving them a voice, often for the first time. The therapy improves their ability to enter the workplace, training or education and ensure they articulate their housing and welfare needs more confidently.

Clients will benefit from culturally competent professional one to one psychotherapy that will enable them to begin the process of healing. From the fixed point of attending therapy once a week we would expect clients to gain confidence and begin to interact with other welfare agencies and the community again. Clients benefit from being able to tackle the social issues that have developed as a consequence of their mental distress, eg homelessness, drug or alcohol abuse. Signposting on to other relevant Irish welfare agencies would help them establish contact with people, social networks and support groups.

Immigrant Counselling and Psychotherapy (icap)

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For the year ended 31 March 2011

Our therapeutic work is about empowerment. Many of our clients come to icap with experiences of trauma that have rendered them powerless and incapable of change. Some of our clients come to us after spending time in prison, on the homeless list, or struggling with addictions and deprivations. Our culturally specific, trauma based work relieves their suffering and facilitates a process of healing and re-engagement with self, family and society.

b) Family

Therapy has far-reaching effects on others. Once clients begin to benefit from the service, they often encourage other members of their family or friends to engage with icap. icap sensitively provides confidentiality for all parties, and ensures that boundaries are safely held by all the therapeutic team.

Work with parents of all ages is very significant at icap. The impact of our work with parents often breaks the patterns of destructive behaviour, deprivation, and neglect. Today, we are more aware of the impact and influence of parents and grandparents on the lives of subsequent generations. icap is skilled to deal with these transgenerational issues.

Improving the mental health of parents increases the well being and life chances of Irish children. This work of icap can help break the intergeneration cycle of mental health problems that are so prevalent in the Irish community. Dr John Bowlby, internationally recognized as an authority on child development, notes that "a healthy parent child relationship is not only vital for well being, but an essential part of what it means to be human" and that "secure children are confident, using a parent as a 'secure base' while they explore the world". The work of icap's therapists addresses these issues, supporting families with major problems enabling them to develop a more stable family base for their children. This is a long term and lasting intervention working with Irish families crippled by emotional distress.

c) Wider society

The benefits of psychotherapy have far-reaching consequences. The spin-off effect of one person regaining strong mental health has major implications on the wider family and the society and community in which he/she operates.

The well regarded Centre for Mental Health (London) estimate the cost of mental ill health in England to be £105.2 billion a year: this includes the costs of health and social care for people with mental health problems, lost output in the economy (for example from sickness absence and unemployment) and the human costs of reduced quality of life. They estimate that at least one million adults are out of work with mental health problems and countless children miss out on schooling and fail to achieve their full potential because their mental distress and the distress of their parents is not treated properly.

icap's therapy helps reduce demand on GPs and other health services by providing a service that makes real and lasting changes to peoples lives. By providing a more secure base for our clients, we enable them to re-enter the work place and training / education with self confidence. Clients also re-engage with their local community, becoming involved in voluntary organisations, their Church or other faith based organisations. This in turn helps others who may be facing similar difficulties.

Immigrant Counselling and Psychotherapy (icap)

Report of the trustees

For the year ended 31 March 2011

Our clinical excellence

Our clinical services are overseen by our highly experienced Clinical Directors. Services are delivered to the highest professional standards by our very committed team of fully qualified and experienced psychotherapists. All are registered with one or more of the main accrediting psychotherapy bodies in the UK and continue to develop their clinical skills through icap's own in-house training provision, or through engaging in external continuing professional development. Expert supervision is provided by a team of clinical supervisors. We have 17 therapists / supervisors working in our purpose built London centre, 9 therapists /supervisors in our West Midlands centre, and around 200 accredited therapists on our clinical register across the rest of Britain. Our work is subject to a number of outcome assessment tools, including the internationally recognised CORE programme.

Our clinicians provide culturally sensitive psychotherapy as our extensive experience tells us that many Irish people, prefer to come to an agency where their history, culture and concerns will be fully understood and respected. Our expertise in supporting Irish people who have experienced abuse and cultural loss mean we are also able to support people from other economic or conflict migration communities.

icap has just completed a major three year independent clinical evaluation study. The research conducted by Professor Fonagy and the Anna Freud Centre, found that psychotherapy with icap produces better than average outcomes for our clients. This is particularly true for those who are suicidal, who self-harm, and/or with drug or alcohol issues, domestic violence, physical symptoms and a variety of mental health conditions, all of whom show significant or highly significant improvement in the study. Some of the summary finding of the research found.

- Significant reduction in the number of clients meeting the criteria for a diagnosis of post-traumatic stress disorder over the course of treatment
- A significant decrease in depression over the course of therapy, as measured by the PHQ, the BSI and the BDI
- A significant decrease in generalised anxiety disorder over the course of therapy
- The service is effectively supporting victims of domestic violence
- A significant decrease in interpersonal problems over the course of therapy
- Both drug and alcohol misuse decreased overall for clients over time

We are advised by our long standing Consultant, Professor Andrew Samuels. Professor Samuels is a psychotherapist and academic of international standing. He is Professor of Analytic Psychology at the University of Essex, Visiting Clinical Professor of Psychoanalysis at New York University and the current Chair of the United Kingdom Council for Psychotherapy, the regulatory body for psychotherapy in the UK.

Our key achievements in 2010/11

Whilst maintaining our position as the leading provider of mental health care to the Irish community in Britain we continued to provide care to many diverse and disadvantaged communities; to people who would otherwise not be able to afford, or access, psychotherapy services. In the period 1 April 2010 to 31 March 2011:

- 68% of our clients were Irish
- 15% were from other BME communities
- 17% were British.
- 64% of our clients were female and 34% male (2% undisclosed)

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- We provided 9572 sessions of one-to-one psychotherapy:
 - 4232 at our London centre
 - 1517 at our West Midlands centre
 - 1142 at partner organisation sites
 - 2681 through our national network of therapists working across the UK

We also provided:

- A women's therapy group for vulnerable Irish women in the West Midlands with funding from The Digbeth Trust and Baron Davenport's Charity.
- Outreach counselling and advisory service in GP surgeries in inner-city Birmingham. The service is in partnership with Birmingham and Solihull Mental Health Foundation Trust and the Heart of Birmingham PCT.
- Community development in the London Borough of Islington to engage the Irish Community in their well being and mental health. The project created a number of Irish groups working in partnership with Age Concern and the Peabody Trust. An Irish Reminiscence Group exhibited its work in the British Library.

To support our income generation and awareness of the charity's work we significantly improved our web site www.icap.org.uk and use of new social media platforms such as Facebook and Twitter. These developments were only possible because of the work of some of our volunteers with technical support from Learning Pool, a Northern Ireland based IT company, who generously donated their expertise to build a new technical platform to give us a website that reflects the professionalism of the clinical services we provide.

Our profile and reputation remained high in both the Irish and psychotherapy communities. The organisation's profile in the wider health community was raised with an extensive contact programme with statutory and non-statutory bodies maintained. Our Chief Executive chaired the Psychological Therapies sub-group of the Mental Health Providers Forum (the national umbrella body for mental health charities); is a trustee of the Mental Health Providers Forum and a former Trustee of the Federation of Irish Societies.

Looking ahead

The charity will continue to diversify our service delivery to respond to unmet need and widen our funding streams to ensure a sustainable future.

The charity is in dialogue with similar service providers with a view to forming strategic partnerships and possible consortiums including a partnership between icap and three other therapy agencies in North London (Nafsiyat, The Women's Therapy Centre and The Maya Centre). This partnership has received backing from the Charities Aid Foundation and Maquarie Bank Foundation to help the organisations work more closely together to make a more coherent case for psychotherapy provision.

The charities fundraising committee supported and promoted a number of fundraising initiatives in the year and this work will continue into 2011/12.

Our strategic objectives 2011 to 2014

- Maintaining our primary objective, delivering therapy to the Irish community in Britain
- Ensuring financial sustainability of our work, particularly with survivors as this is an area of funding that may be under threat

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For the year ended 31 March 2011

- Ensuring gender breakdown of clients reflects gender breakdown of our target clients including survivors of trauma
- Continuing to ensure the highest clinical standards
- Continue to develop the reputation of icap as a recognised “centre of excellence”
- Developing income generation opportunities to support our charitable objectives
- Developing new services in response to unmet need
- Continuing improvements on back-office activity to improve efficiency

In the coming three years we will be considering:

- How we increase the use of our London and West Midlands centres
- How we develop other community based therapy services such as those we have already developed at Cricklewood Homeless Concern and the London Irish Women’s Centre
- How we provide a wider range of therapies to respond to client need
- How we build on the partnerships we have developed with other charities to be ready for potential contracts with the NHS and GP commissioning consortia
- How we increase our recognition of icap as a centre of excellence through publications, conferences, training and consultancy
- How we maintain our role as a source of expert information on the mental and emotional health of the Irish community in Britain

Structure, governance & management

The board of Trustees, headed by the Chairman, set the strategic direction of the charity. They are committed to the vision, mission and objectives of the charity. They meet on a regular basis to ensure the financial management, the strategic objectives and the performance of the charity is being delivered in an effective manner. The charity is making a significant public benefit. The management of the charity is delegated to the Chief Executive who reports to the Chairman and Trustees to ensure the aims, objectives, budgets and performance targets are being met.

All Trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 5 to the accounts.

Method of appointment of trustees

It is the policy of the charity to ensure that its Board is comprised of people who are suitable to be Trustees and who will be an asset to the organisation, both in terms of offering appropriate skills and of attending meetings regularly. Before seeking to appoint, the Board considers what skills might be lacking or need reinforcement amongst its membership. Gaps in the skills available are prioritised and appropriate people sought to fill those gaps.

When an appointment is made the Registrar of Companies and the Charity Commission are informed on the appropriate forms.

Membership of the company entitles the members only to voting rights at general meetings. Membership of the company is open to individuals or organisation interested in promoting the objectives of the charity and who are approved by the Board of Trustees.

Induction and training of Trustees

When appointed, new Trustees are provided with a comprehensive induction pack and undergo a series of meetings with key staff to ensure that they are brought up-to-speed with all relevant organisational issues they need to be aware of to ensure they play a full role at trustee meetings. Training is provided when appropriate.

Immigrant Counselling and Psychotherapy (icap)

Report of the trustees

For the year ended 31 March 2011

Organisational structure

The Trustees employ a Chief Executive who is responsible for the overall management, public profile, service and financial performance of the charity. The chief executive is accountable for its long term strategic future, seeking out opportunities for development; building on the good reputation for quality care that icap has established.

The Clinical Directors, reporting to the Chief Executive, are responsible for all clinical standards and practice; oversee the management of the clinical work and support the development of new services at a strategic and operational level. They oversee the Clinical Supervisors who in turn oversee the clinical workload of the psychotherapists.

Therapy is provided by our experienced, highly qualified and fully accredited psychotherapists. They receive regular clinical supervision. We have robust clinical governance procedures, working to extremely high standards, and the quality of our care is well recognised by statutory bodies.

We use CORE to measure our outcomes and are currently having our organisational effectiveness externally reviewed by a team of researchers led by Professor Peter Fonagy – an internationally regarded academic in his field.

Our clinical work is supported by our administrative team, providing a range of administrative functions. A dedicated team of volunteers support the administrative function and in particular enable the charity to provide services outside normal office hours by staffing the reception in the evenings and providing additional administrative and technical support.

The charity's accounts and finances are managed by our financial consultant, a qualified accountant, who reports directly to the Chief Executive.

A Fundraising Committee advises and supports the fundraising activity of the charity. They are mainly drawn from the Irish business community in Britain. They give their time voluntarily and receive no benefits from the charity.

Risk statement

The board is satisfied that it has taken account of all major risks that could face the organisation, including those of a legal, financial, clinical and administrative nature. Such risks are reviewed on a regular basis.

Financial review

Our principal funding source for the financial year remained the Service Level Agreement with the Department of Health and Children (Dublin). This supports one of our key activities of supporting adults who were victims of abuse whilst in care homes when children. Other significant funding came from the Emigrant Support Programme based at the Irish Embassy in London.

The year saw contract income from NHS Islington and the London Borough of Islington, Birmingham and Solihull Mental Health Foundation Trust and funding from London Councils. Other funding came from trust funds, client donations, donations from individual and corporate donations and our annual fundraising dinner.

The total assets of the charity at the end of the financial year 2010/11 were £1,182,138. This included fixed assets of £775,193, restricted funds of £163,403 and unrestricted funds of £243,542. icap generated a surplus of £70,880 during the past financial year.

Immigrant Counselling and Psychotherapy (icap)

Report of the trustees

For the year ended 31 March 2011

Reserves statement

The reserves policy agreed by the Board is that a four months' operating cost buffer be held by the charity in free reserves throughout the financial year and that it be included in the immediate and future medium to long-term budget forecasts. The target is currently £237,145. At the balance sheet, the charity has £243,542 in its free reserves and so complies with our reserves policy.

The trustees have designated £775,193 of the charity's unrestricted reserves to show that these reserves are related to the freehold property and equipment purchased as icap's London clinical centre and head office.

Statement of trustees' responsibilities

The trustees (who are also directors of Immigrant Counselling and Psychotherapy (icap) for the purposes of company law) are responsible for preparing the report of the trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and 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; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The trustees are responsible for keeping proper accounting records that 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 also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees at 31 March 2011 was 6 (2010: 7). The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Immigrant Counselling and Psychotherapy (icap)

Report of the trustees

For the year ended 31 March 2011

Auditors

Sayer Vincent were re-appointed as the charitable company's auditors during the year and have expressed their willingness to continue in that capacity.

Approved by the trustees on 7 September 2011 and signed on their behalf by

Colin McNicholas - Chairman

Independent auditors' report

To the members of

Immigrant Counselling and Psychotherapy (icap)

We have audited the financial statements of Immigrant Counselling and Psychotherapy (icap) for the year ended 31 March 2011 which comprise the statement of financial activities, balance sheet and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the charitable 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 charitable company's members those matters we are required to state to them in an auditors' 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 charitable company and the charitable company's members, as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of trustees and auditors

As explained more fully in the statement of trustees' responsibilities set out in the report of the trustees, 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.

Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the charitable company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the trustees; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the report of the trustees to identify material inconsistencies with the audited financial statements. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2011 and of its incoming resources and application of resources, including 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.

Opinion on other matter prescribed by the Companies Act 2006

In our opinion the information given in the report of the trustees for the financial year for which the financial statements are prepared is consistent with the financial statements.

Independent auditors' report

To the members of

Immigrant Counselling and Psychotherapy (icap)

Matters on which we are required to report by exception

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

Helen Elliott (Senior statutory auditor)

21 November 2011

for and on behalf of Sayer Vincent, Statutory Auditors

Sayer Vincent, 8 Angel Gate, City Road, LONDON EC1V 2SJ

Immigrant Counselling and Psychotherapy (icap)

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 March 2011

	Note	Restricted £	Unrestricted £	2011 Total £	2010 Total £
Incoming resources					
<i>Incoming resources from generated funds</i>					
Voluntary income	2	25,000	42,567	67,567	44,773
Activities for generating funds		-	30,889	30,889	24,225
Investment income		-	1,198	1,198	184
<i>Incoming resources from charitable activities</i>					
Counselling and psychotherapy	3	<u>268,204</u>	<u>405,623</u>	673,827	699,786
Total incoming resources		<u>293,204</u>	<u>480,277</u>	773,481	768,968
Resources expended					
<i>Costs of generating funds:</i>					
		-	27,114	27,114	29,406
<i>Charitable activities</i>					
Counselling, psychotherapy and promoting good mental health		219,374	432,866	652,240	684,783
<i>Governance costs</i>		<u>-</u>	<u>23,247</u>	23,247	22,922
Total resources expended	4	<u>219,374</u>	<u>483,227</u>	702,601	737,111
Net incoming resources for the year 5 before gains and losses		73,830	(2,950)	70,880	31,857
Realised foreign exchange loss		<u>-</u>	<u>(62)</u>	(62)	(13,846)
Net movement in funds		73,830	(3,012)	70,818	18,011
Total funds brought forward		<u>89,573</u>	<u>1,021,747</u>	1,111,320	1,093,309
Total funds carried forward	12	<u><u>163,403</u></u>	<u><u>1,018,735</u></u>	<u><u>1,182,138</u></u>	<u><u>1,111,320</u></u>

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 12 to the financial statements.

Immigrant Counselling and Psychotherapy (icap)

Balance sheet

As at 31 March 2011

	Note	£	2011 £	2010 £
Fixed assets				
Tangible fixed assets	8		<u>775,193</u>	<u>789,005</u>
Current assets				
Debtors	9	102,276		142,991
Short term deposits		100,000		-
Cash at bank and in hand		<u>263,665</u>		<u>223,342</u>
		465,941		366,333
Liabilities				
Creditors: amounts due within one year	10	<u>58,996</u>		<u>44,018</u>
Net current assets			<u>406,945</u>	<u>322,315</u>
Total assets less current liabilities			<u>1,182,138</u>	<u>1,111,320</u>
Net assets	11		<u>1,182,138</u>	<u>1,111,320</u>
Funds	12			
Restricted funds			163,403	89,573
Unrestricted funds				
Designated funds			775,193	784,578
General funds			<u>243,542</u>	<u>237,169</u>
Total charity funds			<u>1,182,138</u>	<u>1,111,320</u>

Approved by the trustees on 7 September 2011 and signed on their behalf by

Colin McNicholas - Chairman

Immigrant Counselling and Psychotherapy (icap)

Notes to the financial statements

For the year ended 31 March 2011

1. Accounting policies

- a) The financial statements have been prepared under the historical cost convention and in accordance with applicable accounting standards and the Companies Act 2006. They follow the recommendations in the Statement of Recommended Practice, Accounting and Reporting by Charities.
- b) Voluntary income is received by way of donations and gifts and is included in full in the statement of financial activities when receivable.
- c) Revenue grants are credited to the statement of financial activities when received or receivable whichever is earlier.

Where unconditional entitlement to grants receivable is dependent upon fulfilment of conditions within the charity's control, the incoming resources are recognised when there is sufficient evidence that conditions will be met. Where there is uncertainty as to whether the charity can meet such conditions the incoming resource is deferred.

- d) Contract income is credited to the Statement of Financial Activities in the period in which it is earned.
- e) Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.
- f) Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.
- g) Designated funds are unrestricted funds earmarked by the trustees for particular purposes.
- h) Costs of generating funds relate to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- i) Resources expended are recognised in the period in which they are incurred. Resources expended include attributable VAT which cannot be recovered.

Resources expended are allocated to the particular activity where the cost relates directly to that activity.

Support costs are re-allocated to each of the activities on the following basis which is an estimate, based on staff time, consultants' time and floor space as applicable, of the amount attributable to each activity:

Cost of generating funds	1%
Counselling and Psychotherapy	94%
Governance	5%

Governance costs are the costs associated with the governance arrangements of the charity, including constitutional and statutory requirements and the strategic management of the charity's activities.

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Notes to the financial statements

For the year ended 31 March 2011

1. Accounting policies (continued)

- j) Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The useful lives of these assets are estimated as follows:

Freehold property	
Land	Not depreciated
Building	50 years
Office Furniture & Equipment	4 years

Items of equipment are capitalised where the purchase price exceeds £1,000. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

- k) Monetary assets and liabilities in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are translated into sterling at the rates ruling at the date of the transaction. Any gains or losses arising due to fluctuations in exchange rates are charged or credited to the statement of financial activities.
- l) The charitable company contributes into the pension of one of its employees. The assets of the scheme are held separately from those of the charitable company in an independently administered fund. The pension cost charge represents contributions payable under the scheme by the charitable company to the fund. The charitable company has no liability under the scheme other than for the payment of those contributions.

2. Voluntary income

	Restricted	Unrestricted	2011 Total	2010 Total
	£	£	£	£
Irish Episcopal Council for Emigrants	25,000	-	25,000	-
The Ireland Fund of Great Britain	-	7,000	7,000	-
Client Donations	-	33,405	33,405	40,190
Other donations	-	2,162	2,162	4,583
	<u>25,000</u>	<u>42,567</u>	<u>67,567</u>	<u>44,773</u>

Immigrant Counselling and Psychotherapy (icap)

Notes to the financial statements

For the year ended 31 March 2011

3. Incoming resources from charitable activities

	Restricted £	Unrestricted £	2011 Total £	2010 Total £
Counselling and psychotherapy				
Baron Davenport's Charity	1,000	-	1,000	-
Birmingham and Solihull Mental Health Foundation Trust	-	45,315	45,315	60,420
Department of Health & Children (Ireland)	-	326,249	326,249	351,538
The Digbeth Trust	4,550	-	4,550	-
The Emigrant Support Programme (Dion)	186,318	-	186,318	186,998
Irish Youth Foundation	5,000	-	5,000	7,000
Islington PCT	-	14,636	14,636	43,604
LlankellyChase Foundation	10,000	-	10,000	-
Lloyds TSB Foundation	12,400	-	12,400	-
London Councils (Domestic Violence project)	45,436	-	45,436	45,436
West Hackney Parochial Charity	3,500	-	3,500	-
CBT training	-	13,320	13,320	3,140
Clinical reports and other contracts	-	6,103	6,103	1,650
Total	<u>268,204</u>	<u>405,623</u>	<u>673,827</u>	<u>699,786</u>

London Councils Grant

It is confirmed that in accordance with Section 37 of The Local Government Act 1989, that the sum received from London Councils has been spent in accordance with the funding agreement except for the unspent amount of £32,176 which has been carried forward will be spent in the next financial year.

Immigrant Counselling and Psychotherapy (icap)

Notes to the financial statements

For the year ended 31 March 2011

4. Total resources expended

	Cost of generating funds	Counselling and psychotherapy	Governance Costs	Support Costs	2011 Total	2010
	£	£	£	£	£	£
Staff costs: clinical and non-clinical (Note 6)	9,339	144,055	7,277	81,255	241,926	262,384
Other staff costs	574	9,174	-	25,183	34,931	25,670
Consultants' fees	-	823	-	-	823	758
Therapists' fees and clinical accommodation	-	280,276	-	-	280,276	303,998
Therapists' training	-	12,750	-	-	12,750	5,063
Research	-	18,203	-	-	18,203	17,634
Volunteer expenses	-	-	-	503	503	1,299
Premises costs	-	-	-	22,857	22,857	19,629
Office costs	-	-	-	28,211	28,211	26,500
Other administrative costs	-	-	504	5,522	6,026	5,239
Publicity and promotion	13,998	-	-	1,799	15,797	16,694
Audit and accountancy	-	-	5,773	18,116	23,889	24,904
Legal and professional fees	-	-	-	2,597	2,597	1,696
Depreciation	-	-	-	13,812	13,812	25,643
Total resources expended	23,911	465,281	13,554	199,855	702,601	737,111
Support Costs	3,203	186,959	9,693	(199,855)	-	-
Total resources expended	27,114	652,240	23,247	-	702,601	737,111

Immigrant Counselling and Psychotherapy (icap)

Notes to the financial statements

For the year ended 31 March 2011

5. Net incoming resources for the year

This is stated after charging:

	2011	2010
	£	£
Depreciation	13,812	25,643
Interest payable	8	584
Auditors' remuneration:		
▪ Current year audit	6,360	5,875
▪ (Over)/under-provision in previous year	(587)	-
Trustees' remuneration	-	-
Trustees' expenses	<u>324</u>	<u>-</u>

During the year one trustee was reimbursed expenses for attending trustees' meetings (2010: No trustee was reimbursed for expenses)

6. Staff costs and numbers

Staff costs were as follows:

	2011	2010
	£	£
Salaries and wages	177,065	222,219
Social security costs	14,352	20,778
Employer pension costs	4,200	4,200
Temporary staff	<u>46,309</u>	<u>15,187</u>
	<u>241,926</u>	<u>262,384</u>

One employee earned between £60,000 and £70,000 during the year (2010: 1). The employee received £4,200 (2010: £4,200) pension contributions in the year towards his personal defined contribution scheme.

The average weekly number of employees (full-time equivalent) during the year was as follows:

	2011	2010
	No.	No.
Administrative staff	2.7	3.6
Direct charitable work	<u>3.0</u>	<u>4.1</u>
	<u>5.7</u>	<u>7.7</u>

Most of icap's charitable work is carried out by its large network of self-employed therapists. These are not included in the staff numbers reported above.

7. Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

Immigrant Counselling and Psychotherapy (icap)

Notes to the financial statements

For the year ended 31 March 2011

8. Tangible fixed assets

	Freehold Property £	Office Equipment £	Total £
Cost			
At the start of the year	838,473	69,510	907,983
Disposals in year	-	(6,369)	(6,369)
At the end of the year	<u>838,473</u>	<u>63,141</u>	<u>901,614</u>
Depreciation			
At the start of the year	50,620	68,358	118,978
Charge for the year	12,660	1,152	13,812
Disposals in year	-	(6,369)	(6,369)
At the end of the year	<u>63,280</u>	<u>63,141</u>	<u>126,421</u>
Net book value			
At the end of the year	<u>775,193</u>	<u>-</u>	<u>775,193</u>
At the start of the year	<u>787,853</u>	<u>1,152</u>	<u>789,005</u>

9. Debtors

	2011 £	2010 £
Trade debtors	77,971	140,401
Accrued income	14,106	-
Prepayments	10,199	2,590
	<u>102,276</u>	<u>142,991</u>

10. Creditors: amounts due within one year

	2011 £	2010 £
Mortgage loan from Allied Irish Bank	-	4,427
Trade creditors	46,592	20,316
Taxation and social security	4,368	5,468
Deferred income	-	7,335
Accruals	8,036	6,472
	<u>58,996</u>	<u>44,018</u>

The mortgage loan was in relation to the freehold property in London, and was repayable with interest due by equal monthly instalments ending on 11 April 2010. The interest rate was 1.5% above the bank's base rate.

Immigrant Counselling and Psychotherapy (icap)

Notes to the financial statements

For the year ended 31 March 2011

11. Analysis of net assets between funds

	Restricted funds £	Designated funds £	General funds £	Total funds £
Tangible fixed assets	-	775,193	-	775,193
Net current assets	163,403	-	243,542	406,945
Net assets at the end of the year	163,403	775,193	243,542	1,182,138

12. Movements in funds

	At the start of the year £	Incoming resources £	Outgoing resources and losses £	Transfers £	At the end of the year £
Restricted funds:					
Service Delivery Irish people in North West London	36,079	144,318	(144,318)	-	36,079
Clinical coordination	-	-	-	5,880	5,880
Domestic Violence Irish Youth	27,437	45,436	(40,697)	-	32,176
Irish women's group	3,000	5,000	(5,000)	-	3,000
Vulnerable Irish people in Hackney	-	5,550	(1,648)	-	3,902
Vulnerable Irish men in Birmingham	-	3,500	-	-	3,500
Vulnerable Irish men in London	-	10,000	(581)	-	9,419
Vulnerable Irish People	-	12,400	(3,345)	-	9,055
	-	25,000	-	-	25,000
Total restricted funds	89,573	293,204	(219,374)	-	163,403
Unrestricted funds:					
<i>Designated funds:</i>					
Fixed Assets	1,152	-	(1,152)	-	-
New Premises	783,426	-	(12,660)	4,427	775,193
<i>Total designated funds</i>	<i>784,578</i>	<i>-</i>	<i>(13,812)</i>	<i>4,427</i>	<i>775,193</i>
General funds	237,169	480,277	(469,477)	(4,427)	243,542
Total unrestricted funds	1,021,747	480,277	(483,289)	-	1,018,735
Total funds	1,111,320	773,481	(702,663)	-	1,182,138

Immigrant Counselling and Psychotherapy (icap)

Notes to the financial statements

For the year ended 31 March 2011

12. Movements in funds (continued)

Purposes of restricted funds

The Emigrant Support Programme - Service Delivery

For salaries of Chief Executive, Clinical Manager Administrative Officer (Clinical) and Development Worker (West Midlands).

The Emigrant Support Programme - Irish People in North West London

For the delivery of a project to provide psychotherapy to vulnerable Irish People in North West London in partnership with Cricklewood Homeless Concern.

Clinical coordination

To fund the post of clinical coordinator in our Birmingham centre.

Domestic Violence - London Councils

To provide a service in partnership with the London Irish Women's Centre to provide psychotherapy for women who have suffered domestic violence or sexual abuse.

Irish Youth Foundation (IYF) - Irish Youth

To support the provision of psychotherapy for young Irish people under 25 and parents of young Irish people.

Irish women's group

To provide a women's therapy group at the Irish Welfare and Information Centre (IWIC) in Birmingham.

Vulnerable Irish people in Hackney

To support vulnerable Irish people who live in West Hackney.

Vulnerable Irish men in Birmingham

To support vulnerable Irish Men in our Birmingham centre.

Vulnerable Irish men in London

To support vulnerable Irish Men in our London centre.

Vulnerable Irish People

To pay for the planned expansion of services supporting vulnerable Irish people funded by the Irish Episcopal Council for Emigrants donation received in 2010/11 and will be spent next year.

Purposes of designated funds

Fixed Assets

This is the net book value of office equipment owned by the charity.

New Premises Fund

This is the net book value of the premises at 96 Moray Road.

Immigrant Counselling and Psychotherapy (icap)

Notes to the financial statements

For the year ended 31 March 2011

12. Movements in funds (continued)

Purposes of designated funds (continued)

Transfers between funds

Transfers have been made to designated funds to maintain a level equal to the net book value of fixed assets.

A transfer has been made between restricted funds to reflect a change of restriction agreed with the funder.