

Charity Registration No. 1149904

Company Registration No. 08176249 (England and Wales)

**HEALTH WORKERS FOR ALL**

(A REGISTERED CHARITABLE COMPANY, LIMITED  
BY GUARANTEE AND WITHOUT A SHARE CAPITAL)

**TRUSTEES' REPORT AND UNAUDITED ACCOUNTS**

**FOR THE YEAR ENDED 31 AUGUST 2014**

# HEALTH WORKERS FOR ALL

## LEGAL AND ADMINISTRATIVE INFORMATION

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<b>Management Committee</b>	Kate Louise Mandeville Adrian Nicholas Mandeville
<b>Charity number</b>	1149904
<b>Company number</b>	08176249
<b>Registered office</b>	NPIMR (TT Block) Northwick Park Hospital Watford Road Harrow Middlesex HA1 3UJ
<b>Independent examiner</b>	JSP Accountants Limited Chartered Accountants and Statutory Auditors First Floor 10 College Road Harrow Middlesex HA1 1BE
<b>Bankers</b>	Lloyds Bank PLC 286 Station Road Harrow Middlesex HA1 2EB

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# HEALTH WORKERS FOR ALL

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# HEALTH WORKERS FOR ALL

## TRUSTEES' REPORT

### FOR THE YEAR ENDED 31 AUGUST 2014

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The trustees present their report and accounts for the year ended 31 August 2014.

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

#### **Structure, governance and management**

The charity is a company limited by guarantee.

The management committee, who are also the directors for the purpose of company law, and who served during the period were:

Kate Louise Mandeville

Adrian Nicholas Mandeville

Management committee members are elected or appointed on an annual basis, with officers being elected from the membership of the management committee.

None of the management committee members have any beneficial interest in the company. All of the members of the company have guaranteed to contribute £10 in the event of a winding up.

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

#### **Objectives and activities**

The charity is established to support trainee healthcare workers throughout their education so that they can perform to the best of their ability, to add to the absolute numbers of health workers in training, to target those who are under represented in the health profession, to increase the number of health workers working in under served areas, to raise awareness of the different conditions facing health professionals worldwide and to have an appreciation of the global health community.

The charity was established by a Trust Deed dated 26 November 2012 and is registered with the Charity Commission under the number 1149904. It was incorporated on 13 August 2012.

#### **Achievements and performance**

It is the policy of the charity that all funds are used for furtherance of its objectives.

The attached financial statements show the current state of finances which the trustees consider to be sound.

The charity's bankers are Lloyds Bank PLC at Harrow, Middlesex.

# HEALTH WORKERS FOR ALL

## TRUSTEES' REPORT (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2014**

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### Review of charitable activities

This has been another successful year for Health Workers For All and our Medic to Medic programme. We have increased our levels of support to 40 students in medicine, physiotherapy and pharmacy and 7 recent graduates during the reporting period. We have also managed to consolidate the administrative side of the charity without this impacting on that support.

None of this would be possible without the generosity of our sponsors. Their loyalty and continued support is immensely important to our students, who take great comfort from knowing that people care about their situation, as much as the direct support the programme provides. In addition to the founding support we received from the Sir Halley Stewart Trust, we must specifically thank the Tingewick Trust, the Stone Family Foundation, the Bay Tree Charitable Trust, the Evan Cornish Foundation and Peter McCully for their generous support during the year.


There are new challenges on the horizon and we are seeking ways to raise the profile of the charity so we can meet these. Following a year of consolidation, we are now looking to expand again but in a structured and sustainable way. We will be actively campaigning for new and renewed grant funding to build on our solid foundations.

### Reserves policy and contingency position

The Health Workers For All charity was established in 2012 but its activities were initiated in 2007 as the Medic to Medic Programme, under the umbrella of the International Medical Education Trust 2000 charity (no. 3931085). Although our charity is relatively new, our programme of work and our operational practices are well established.

We kept our overheads down by outsourcing our administrative and fundraising activities and augmenting this with support from our network of contacts. This means our charity is less exposed to financial risk and allows us to deploy our funding more effectively.

We have a policy to build up a reserve fund which would be sufficient to see the current cohort of students through to graduation. This target is in our business plan together with the aim to establish our own administrative office on a professional basis, which we have achieved since the beginning of the reporting period. We have factored contingency costs for this into our financial planning to reduce our risk of exposure, as we do for all developments in the charity's activities.



**Adrian Nicholas Mandeville**

Trustee

Dated: 25 November 2014

# HEALTH WORKERS FOR ALL

## STATEMENT OF RESPONSIBILITIES

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The directors of Health Workers For All are also the trustees of the charity for the purpose of company law. They are responsible for preparing the report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

In preparing these accounts, the trustees are required to:

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

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

# HEALTH WORKERS FOR ALL

## INDEPENDENT EXAMINER'S REPORT

### TO THE TRUSTEES OF HEALTH WORKERS FOR ALL

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I report on the accounts of the charity for the year ended 31 August 2014, which are set out on pages 5 to 8.

#### **Respective responsibilities of the trustees and the independent examiner**

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this period under section 144(2) of the Charities Act 2011 and that an independent examination is needed.

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

- (i) examine the accounts under section 145 of the 2011 Act;
- (ii) to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- (iii) to state whether particular matters have come to my attention.

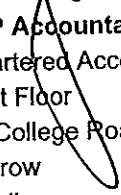
#### **Basis of independent examiner's report**

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

#### **Independent examiner's statement**

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

- (a) which gives me reasonable cause to believe that in any material respect the requirements:
  - (i) to keep accounting records in accordance with section 386 of the Companies Act 2006; and
  - (ii) to prepare accounts which accord with the accounting records, comply with the accounting requirements of 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities;
- (b) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



**JSP Accountants Limited**  
Chartered Accountants and Statutory Auditors  
First Floor  
10 College Road  
Harrow  
Middlesex  
HA1 1BE

Dated: 25 November 2014

# HEALTH WORKERS FOR ALL

## STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2014

	Notes	2014 £	2013 £
<b>Incoming resources from generated funds</b>			
Incoming resources from charitable activities	2	<u>62,105</u>	<u>73,914</u>
<b>Resources expended</b>			
<b>Costs of generating funds</b>			
Costs of generating donations and legacies	3	<u>4,084</u>	<u>14,004</u>
<b>Net incoming resources available</b>		<u>58,021</u>	<u>59,910</u>
<b>Charitable activities</b>			
Tuition fees, allowances and study support tools		18,990	17,151
Programme coordination		<u>20,215</u>	<u>23,654</u>
<b>Total charitable expenditure</b>		<u>39,205</u>	<u>40,805</u>
Governance costs		<u>6,684</u>	<u>11,277</u>
<b>Total resources expended</b>		<u>45,889</u>	<u>52,082</u>
<b>Net income for the year/ Net movement in funds</b>		12,132	7,828
Fund balances at 1 September 2013		<u>7,828</u>	-
<b>Fund balances at 31 August 2014</b>		<u>19,960</u>	<u>7,828</u>

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



# HEALTH WORKERS FOR ALL

## BALANCE SHEET

AS AT 31 AUGUST 2014

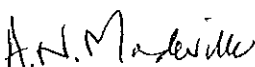
	Notes	2014 £	£	2013 £	£
<b>Current assets</b>					
Cash at bank and in hand		20,860		8,728	
Creditors: amounts falling due within one year	5	<u>(900)</u>		<u>(900)</u>	
<b>Total assets less current liabilities</b>			<u><b>19,960</b></u>		<u><b>7,828</b></u>
<b>Income funds</b>					
Unrestricted funds			<u><b>19,960</b></u>		<u><b>7,828</b></u>
			<u><b>19,960</b></u>		<u><b>7,828</b></u>

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 August 2014. No member of the company has deposited a notice, pursuant to section 476, requiring an audit of these accounts.

The directors acknowledge their responsibilities for ensuring that the company keeps accounting records which comply with section 386 of the Act and for preparing accounts which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its incoming resources and application of resources, including its income and expenditure, for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to accounts, so far as applicable to the company.

These accounts have been prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006.

The accounts were approved by the Board on 25 November 2014

  
Adrian Nicholas Mandeville  
Trustee

Company Registration No. 08176249

# HEALTH WORKERS FOR ALL

## NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 AUGUST 2014

### 1 Accounting policies

#### 1.1 Basis of preparation

The accounts have been prepared under the historical cost convention.

The accounts have been prepared in accordance with applicable accounting standards, the Statement of Recommended Practice, "Accounting and Reporting by Charities", issued in March 2005 and the Companies Act 2006.

### 2 Incoming resources from charitable activities

	2014 £	2013 £
Grants	22,500	20,981
Donations raised	39,605	52,933
	<u>62,105</u>	<u>73,914</u>

### 3 Total resources expended

	Other costs £	Grant funding £	Total 2014 £	Total 2013 £
Costs of generating funds	4,084	-	4,084	14,004
<b>Charitable activities</b>				
Grant funding of activities	-	18,990	18,990	17,151
Programme coordination	20,215	-	20,215	23,654
	<u>24,299</u>	<u>18,990</u>	<u>43,289</u>	<u>54,809</u>
Governance costs	6,684	-	6,684	11,277
	<u>30,983</u>	<u>18,990</u>	<u>49,973</u>	<u>66,086</u>

### 4 Employees

There were no employees during the year.

None of the trustees (or any person connected with them) received any remuneration during the period.

# HEALTH WORKERS FOR ALL

## NOTES TO THE ACCOUNTS (CONTINUED)

*FOR THE YEAR ENDED 31 AUGUST 2014*

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5 Creditors: amounts falling due within one year	2014	2013
	£	£
Accruals	<u>900</u>	<u>900</u>