

Ongo Recruitment Limited

Report and Financial Statements

Year Ended

31 March 2020

Company Number 04750128 (England and Wales)

Ongo Recruitment Limited

Report and financial statements
for the year ended 31 March 2020

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Ongo Recruitment Limited

Report and financial statements for the year ended 31 March 2020

Board Members

The following members, who are formally recognised as Directors at Companies House, have held office during the period and to the date of this report unless otherwise stated:

J McKellar-Main
J Williams (Resigned 31 December 2019; reappointed 5 June 2020)
C Bratton (resigned 31 December 2019)
H Lennon (appointed 20 December 2019)
T Mills (appointed 20 December 2019)
A Stansfield-Caladine (appointed 16 June 2020)

Executive leadership team:

Chief Executive	S Hepworth
Property Director	P Stones
Director of Resource and Commercial Services	A Harrison
Director of Corporate & Compliance Services	J Sugden
Director of Communities	K Hornsby

Secretary and registered office:

J Sugden
Ongo House
High Street
Scunthorpe
North Lincolnshire
DN15 6AT

Company Number 04750128

Auditor:

BDO LLP
Central Square
29 Wellington Street
Leeds
LS1 4DL

Bankers:

Natwest Bank plc
119 High Street
Scunthorpe, North Lincolnshire
DN15 6LT

Solicitors:

Croftons Solicitors LLP
The Lexicon
Mount Street
Manchester
NE1 3DX

Forbes Solicitors
Rutherford House
4 Wellington Street (St Johns)
Blackburn
BB1 8DD

Whiteheads Solicitors
6 Water Street
Newcastle
ST5 1HR

Bermans
Exchange Station
Titheburn Street
Liverpool
L2 2QP

Trowers and Hamblins
55 Princess Street
Manchester
M2 4EW

Ongo Recruitment Limited

Statement of Financial Position at 31 March 2020

	Note	2020 £000	2020 £000	2019 £000	2019 £000
Company Number 04750128					
Fixed assets					
Investments	4		3		3
			<u>3</u>		<u>3</u>
Current assets					
Debtors - receivable within one year	5	221		302	
Debtors - receivable after one year	5	106		-	
Cash at bank and short term deposits		134		119	
Total current assets		<u>461</u>		<u>421</u>	
Creditors: amounts falling due within one year	6	<u>(165)</u>		<u>(297)</u>	
Net current assets			296		124
Total assets less current liabilities			<u>299</u>		<u>127</u>
Creditors - amounts falling due after more than one year	7		(128)		-
Total assets less current liabilities			<u><u>171</u></u>		<u><u>127</u></u>
Capital and reserves					
Profit and loss account			171		127
Total funds			<u><u>171</u></u>		<u><u>127</u></u>

The financial statements have been prepared and delivered in accordance with the provisions of Part 15 of the Companies Act 2006 relating to small companies.

In accordance with Section 444 of the Companies Act 2006, the Statement of Comprehensive Income has not been delivered.

The financial statements were approved by the Board of Directors and authorised for issue on 3 September 2020



H Lennon
Director



S Hepworth
Chief Executive Officer

The notes form part of these financial statements

Ongo Recruitment Limited

Notes forming part of the financial statements for the year ended 31 March 2020

1 Significant accounting policies

Ongo Recruitment Limited is a company limited by shares incorporated in England & Wales under the Companies Act 2006. The address of the registered office is given on the contents page. The financial statements have been prepared under the historical cost convention and in accordance with FRS 102, the Financial Reporting Standard applicable in the United Kingdom and the Republic of Ireland and the Companies Act 2006.

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires company management to exercise judgement in applying the company's accounting policies. Management do not consider that there are any significant judgements or estimates associated with the preparation of the financial statements.

The presentation currency of the financial statements is the Pound Sterling (£), rounded to the nearest £1,000.

The following principal accounting policies have been applied:

Financial Reporting Standard 102 – reduced disclosure exemptions

The company has taken advantage of the following disclosure exemptions in preparing these financial statements, as permitted by the

- o the requirements of Section 4 Statement of Financial position paragraph 4.12(a)(iv);
- o the requirements of Section 7 Statement of Cash Flows;
- o the requirements of Section 3 Financial Statement Presentation paragraph 3.17(d);
- o the requirements of Section 11 Financial Instruments paragraphs 11.39 to 11.48A;
- o the requirements of Section 12 Other Financial Instruments paragraphs 12.26 to 12.29; and
- o the requirements of Section 33 Related Party Disclosures paragraph 33.7.

This information is included in the consolidated financial statements of Ongo Partnership Limited as at 31 March 2020 and these financial statements may be obtained from Ongo House, High Street, Scunthorpe, North Lincolnshire, DN15 6AT.

Going concern

The company's financial plans have been reviewed in light of the effects of Covid-19 and the Board are satisfied that these plans are affordable and that the financial statements should be prepared on a going concern basis.

As a consequence of the COVID-19 pandemic, the board have reviewed the company's financial forecasts for the two years ended 31 March 2022, to ensure they reflect the risks and financial impacts as relevant and proportionate to our business. This included an assessment of completed work within the initial lockdown and an update of forecasts to reflect the rephasing of work. Whilst results were marginally worse than expectations in the first quarter of the year, activity continues to increase and will return to previously anticipated levels in later periods and as such our cashflows remain strong and viable. As a consequence the forecast has seen a marginal reduction for 2020/21 and returns to previously anticipated levels for 2021/22.

The company was swift to adapt and implement the Government guidance on social distancing, reviewing and adjusting the associated operating environment and processes. Working closely with our main customers we have been able to redeploy our resources in addition to benefitting from the Government Coronavirus job retention scheme for a small number of staff who could not be utilised for a short period. As a result we have seen minimal disruption with a relatively minor impact on our forecasts throughout the lockdown period.

A further local or national outbreak of COVID-19 cannot be ruled out and additional measures may be taken by the Government to contain this, which are unknown and uncontrollable. However, the company has effective controls and processes in place to manage and monitor cashflows. On this basis, the board consider it appropriate for the financial statements to be prepared on a going concern basis.

Turnover

Revenue from the provision of labour on an agency basis is recognised when the Company has charged a third party for the relevant supply and it is probable that the Company will receive the previously agreed upon payment. These criteria are considered to be met when the services are invoiced to the buyer.

Pension costs

Contributions to the company's defined contribution pension scheme are charged to the profit and loss account in the year in which they become payable. The assets of the scheme are held separately from those of the company in an independently administered fund.

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Notes forming part of the financial statements at 31 March 2020

Holiday pay accrual

A liability is recognised to the extent of any unused holiday pay entitlement which has accrued at the balance sheet date and carried forward to future periods. This is measured at the undiscounted salary cost of the future holiday entitlement so accrued at the balance sheet date.

Current and deferred taxation

The tax expense for the period comprises current and deferred tax. Tax is recognised in profit or loss, except that a charge attributable to an item of income or expense recognised as other comprehensive income or to an item recognised directly in equity is also recognised in other comprehensive income or directly in equity respectively.

The current income tax charge is calculated on the basis of tax rates and laws that have been enacted or substantively enacted by the reporting date in the countries where the company's subsidiaries operate and generate taxable income.

Deferred balances are not recognised in respect of any timing differences that have originated but not reversed by the balance sheet date.

Deferred tax balances are not recognised in respect of permanent differences except in respect of business combinations, when deferred tax is recognised on the differences between the fair values of assets acquired and the future tax deductions available for them and the differences between the fair values of liabilities acquired and the amount that will be assessed for tax.

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Financial instruments

The company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Cash at bank and in hand

Cash at bank and in hand includes deposits which can be withdrawn within 24 hours without penalty and short term deposits which have a maturity period of 3 months or less and are not subject to significant risk of changes in value.

Liabilities

Liabilities are recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

2 Judgements in applying accounting policies and key sources of estimation uncertainty

Recoverability of debt

The directors consider the greatest source of uncertainty to be recoverability of debt. At the point which a debt becomes doubtful, a bad debt provision for the full value of the debt is made and charged to the income statement. All other debtors are subject to a general bad debt provision of 2% of the outstanding balance of debt.

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Notes forming part of the financial statements
at 31 March 2020

3 Employees

The average number of employees (excluding directors) during the year was as follows:

	2020 Number	2019 Number
Crèche / Youth workers	2.3	4.2
Personal Assistants	34.6	36.0
Agency Temps	50.7	68.7
Apprentices	12.6	18.3
Administration	6.5	8.1
	106.7	135.2
	106.7	135.2

4 Fixed asset investments

Subsidiary undertakings

The company has interest at the year end in the following:

	Country of incorporation or registration	Proportion of voting rights and ordinary share capital held	Nature of business
Crosby Brokerage Limited	England and Wales	100%	Business services

5 Debtors

	2020 £000	2019 £000
Trade debtors	147	130
Amounts due from group undertakings	50	161
Prepayments and accrued income	24	11
Total	221	302
Receivable after one year		
Amounts due from group undertakings - loans	106	-
	106	-

Included in debtors are loans to group companies totalling £106k. These loans are due for repayment in full by 31 March 2025. Repayment of these loans is at the borrower's discretion and they have therefore been included in amounts falling due after more than one year.

6 Creditors: amounts falling due within one year

	2020 £000	2019 £000
Amounts due to group undertakings	-	211
Trade creditors	1	1
Taxation and social security	94	12
Accruals and deferred income	28	41
Other creditors	42	32
Total	165	297
	165	297

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Notes forming part of the financial statements
at 31 March 2020

7 Creditors: amounts falling due after more than one year

	2020	2019
	£000	£000
Amounts owed to group undertakings	<u>128</u>	<u>-</u>

Included in creditors are loans from a group company totalling £128k. This loan is due for repayment in full by 31 March 2025. Repayment of this loan is at the borrower's discretion and it has therefore been included in amounts falling due after more than one year.

8 Share capital

Being limited by guarantee, the company does not issue shares. The company's members have no liability as they are indemnified by the company's insurance.

9 Related party disclosures

The ultimate controlling party is Ongo Partnership Limited and its consolidated accounts are available to the public from Companies House, Crown Way, Maindy, Cardiff, CF14 3UZ.

Other than transactions between the group and other subsidiaries themselves, the company does not believe it has any related parties.

10 Audit report information

As the Statement of Comprehensive Income has been omitted from the filing copy of the financial statements, the following information in relation to the audit report on the statutory financial statements is provided in accordance with s444(5B) of the Companies Act 2006:

The auditor's report was unqualified.

The senior statutory auditor was Helen Knowles.

The auditor was BDO LLP.