



London Environmental Health Practitioners

trading as

Association of London Environmental Health Managers

Annual Report

1st January 2015 to 31st March 2016

Charity Number 1122440
Company Number 6316667

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Reference and administrative information

Charity name: London Environmental Health Practitioners

Charity registration number 1122440

Company registration number 6316667

Alternative name Association of London Environmental Health Managers (**Alehm**)

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Trustees and other Alehm officials			
Name	Role	Other roles	Re-election date
Steve Miller	Chairman	Trustee of CIEH	
Graham Jukes	Elected Trustee	Vice President CIEH	January 2019
Paul Morse	Elected Trustee	Independent	March 2016
Tay Potier	Elected Trustee	London Borough of Greenwich	March 2016
Gavin Douglas	Elected Trustee	London Borough of Haringey	March 2017
Jon Averbs	Elected Trustee	City of London	March 2017
Esther Hughes	Elected Trustee	London Borough of Enfield	March 2017
William Adolph	Elected Trustee	London Borough of Newham	March 2017
Janine Avery	Secretary	Salaried position	
Hashith Shah	Treasurer	Salaried position	
Kath Lewis	Student coordinator and administrative support officer	Salaried position	

The Trustees present their report together with the audited financial statements for the period commencing 1st January 2015 and ending 31st March 2016.

Charitable Objectives

The Memorandum of Association lists Alehm's established objectives which are to help to protect and improve the environment and public health in London and to advance public education in environmental and public health matters, for the public benefit, by:-

Providing a policy and strategy forum for London borough environmental health managers and staff to develop and deliver environmental health services within London;

Developing, delivering and promoting the provision of coordinated environmental health across London;

Identifying environmental health training needs and developing and delivering such training.

Alehm publishes a business plan each year which, with other examples of the Association's activities and formal documents can be found on the Alehm web site at www.alehm.org.uk. Records, minutes and other technical and professional supporting information are recorded on a membership section of the Knowledge Hub which is accessible to members of the Alehm community.

Summary of activity and achievements in 2015/16 and plans for 2016/17

Steve Miller, Chairman of Alehm

I have had the privilege of being the Chair of the Association of London Environmental Health Managers for many years, overseeing its transfer to a registered charity in 2008 and continuing to steer its ongoing activities, as its work and priorities evolve in response to the changing local authority environment. I am proud of the work we have achieved and the assistance we are able to provide to environmental health services in the 33 London Boroughs. Over the last 15 months Alehm has taken on a number of new roles to support its members by delivering regional projects and routine inspection activity through centrally funded projects. We have continued to highlight issues of significance to London, including the potential impact of the introduction of mandatory display for the National Food Hygiene Rating Scheme (NFHRS). The Board of Trustees scrutinise the activities to ensure Alehm operates within the Articles of Association, with particularly focus on the need for ongoing training opportunities for London's environmental health professionals and trainees. The team work closely with the CIEH, Middlesex University and local authorities to support the next generation of professional staff and we are working with employers and professional bodies to help steer the development of apprenticeships within environmental health services.

All London authorities remain Alehm members and as a result, Alehm provides a representative voice for London, by focusing attention on a broad spectrum of emerging issues that affect member authorities and provide operational support to its members to react quickly and effectively to the changing environment. Over the previous 15 months, Alehm has:

- provided comments on the potential effects of introducing mandatory display as part of the FSA's National Food Hygiene Rating Scheme,
- benchmarked London's food enforcement services to show the growing crisis in resourcing,
- worked with health and safety liaison groups to highlight the reduced activity in health and safety enforcement and the difficulty in maintaining competency of officers. Alehm has developed a training programme for 2016/17 to help maintain local competency of enforcement officers,
- facilitated a cross-borough project to investigate the emerging shared housing business model being adopted by landlords to house vulnerable tenants in unsafe and unsuitable conditions, in order to access maximum levels of housing benefit.
- Facilitated coordinated action to investigate the distribution of illegal meat across London, working jointly with the Welsh Food Fraud Coordination Unit

Alehm has offered a range of information and support to assist local authorities to keep up to date through its regular member meetings and by offering coordinated support for a range of London-wide initiatives, including the London Lockdown project, Operation Marino and animal feed service delivery.

There will remain a continuing squeeze on local authority resources in 2016. Alehm will continue to provide a support network for member authorities by gathering data on current conditions and emerging problems, raising issues where services are likely to be affected and disseminating information where new initiatives have proved successful. As resources allocated to local government continue to be targeted for further savings, Alehm will take

its lead from member authorities and identify emerging risks and raise awareness of issues to protect the public from harm and reduce the impact of health inequalities.

Alehm's membership remains stable and with the ongoing external funding from coordinated projects, Alehm has enabled local authorities to participate in a range of activities with minimal impact on their services. Examples include:

- the animal feed inspection programme, including a pilot project involving EHOs in the delivery of feed inspections in supermarkets,
- two FSA funded projects to encourage display of FHRS stickers, to prepare food businesses for the introduction of mandatory display,
- a coordinated inter-borough auditing project on behalf of the FSA to assess compliance with the NFHRS Brand Standard,

In addition Alehm has taken forward a number of initiatives to support the work of its members.

- Support for the Healthier Catering Commitment and in particular, the partnership arrangement in 2016 with JJs, a major distributor to the fast food chain, to promote a range of healthier products to its customers.
- Use the Knowledge Hub to store minutes and presentations from meetings, and we are currently developing a new web site for launch later this year.
- Agreement with the City of London to provide emergency storage facilities for seized food.
- Introduced a data sharing policy to enable Alehm to coordinate partnership projects and investigations on behalf of its members.
- Undertook a membership survey to help direct the work in 2016

Responses from the members' survey indicated that members approve of Alehm's role and programme of activities. Throughout 2016, we will develop the future activities of Alehm in response to ideas and priorities proposed by members. Our plans for 2016 include the development of a 3 to 5 year strategic plan, with the help of our members and partners, to help direct Alehm's future activity. Specific plans for 2016/17 are:

- Further benchmarking reviews within our technical groups to assess the potential result of service changes or severe financial pressure on the future effectiveness of services.
- An overhaul of Alehm's internal financial procedures to ensure they are robust and appropriate to manage the increased activity, particularly from externally funded projects.
- Health and safety training programme to help maintain competency of local authority officers.
- Review the operational structures and financial support arrangements for Alehm's technical groups, to ensure they are best placed to support the emerging local authority structures and positioned to make best use of any available funding.
- To review the future staffing requirements of London's environmental health services and work with training providers and employers to develop appropriate apprenticeships and training programmes to support future environmental health professionals.
- Facilitate training placements for student EHPs.
- Delivery of the NTS funded feed inspection programmes and any other regional funded programmes for London.
- Launch and develop a new website to support Alehm's activities and promote its activity to the wider community.

Our achievements could not have been attained without contributions from many colleagues. Firstly I would like to thank my fellow Trustees for the support they have provided during the year. I thank them both for their dedication and hard work. They have all proved essential in providing strategic direction to the organisation as well as making very positive contribution to the design and delivery of our business plan and ongoing activities.

From the CIEH, I would like to thank Graham Jukes, the outgoing Chief Executive for all his guidance and support. He will continue to act in the capacity as Trustee and I welcome the vast experience he brings to the Board. I also thank all the staff at the Chartered Institute who have supported our activities during the year. In addition, I would like to thank Anne Godfrey, the new Chief Executive at the CIEH for her kind offer of support for Alehm in the future.

My thanks to Kath Lewis, who has supported our student network and is taking on an additional administrative support role in the future. I would also like to welcome Ash Shah to the Board, as our new treasurer.

This year we have held many of our members and topic group meetings in the conference rooms of the City of London environmental health service. I would like to extend my thanks to Jon Avern, Environmental Health &

Public Protection Director, who continues his support for Alehm, as a Trustee, and also in allowing us to use the facilities at Walbrook Wharf. I would also like to thank the staff at Walbrook Wharf for their hospitality and support.

As Trustees, our role is fully supported by the work and contributions of our members. I especially would like to thank colleagues who have taken on roles such as Chairs of topic and technical groups, represented Alehm with our partner organisations or made a positive contribution in any way to the working of our Association.

There are also people from partner organisations that have supported Alehm. I would like to thank Yvonne Robinson, Regional Policy Officer and Sharon Lynn Regional Intelligence Officer, who have assisted and supported our work throughout the year. I would also like to thank Su Holmes, the coordinator of LoTSA, and Richard Boland, from the HSE who provide the vital links to partner organisations.

I also give my thanks to Tay Potier and Janine Avery who coordinate the various activities and projects undertaken by Alehm, on behalf of the Board.

I feel that it is an honour to be involved with Alehm; I believe that through our joint action we will continue to make a positive contribution on behalf of our members to help safeguard the role of environmental health in London. I look forward to continuing to work with you all through the coming year.

Who are the members of Alehm?

The membership of Association of London Environmental Health Managers (Alehm) is drawn from environmental health practitioners who are responsible for the management of London borough Environmental Health Services. It has been in existence for over 10 years and gained an excellent reputation in the environmental health community for supporting the environmental health community and making a positive contribution to improving environmental health in London.

Members decided that to enable Alehm to better achieve its aims and objectives the charitable trading company London Environmental Health Practitioners (LEHP) should be formed to run parallel with Alehm. London Environmental Health Practitioners was established as an incorporated company in 2007 and obtained charitable status in 2008. The activities of the charity are undertaken using the name Alehm. This document reports on the 7th year of charitable activities.

During the coming year, we will develop a longer term strategic plan to guide the organisation and ensure it retains the ability to effectively support its member authorities as the local authority landscape changes and new delivery models are introduced to environmental health services.

What are London's Environmental Health Services?

London's Environmental Health Services play a significant role in shaping and improving the lives of communities. Based in the 33 London boroughs and at the London Port Health Authority, Alehm members deliver services that enhance and protect the health and well-being of Londoners. Public services include health and safety; food safety and standards and animal feed; pest control; private sector housing and health; licensing; air quality and pollution control, including noise; emergency planning. Over 8 million people and 850,000 businesses are recipients of these activities.

How do Alehm support London's Environmental Health Services?

The Association provides a policy and strategy forum to support and develop environmental health services in London; Improvement and effectiveness of service delivery underpins its work. Alehm provides a link between London borough Environmental Health Managers; professional organisations, such as the Chartered Institute of Environmental Health (CIEH) and London Trading Standards Association (LoTSA); and local government bodies including the office of the London Mayor, London Councils, the Greater London Authority and Public Health England. Links have also been developed and maintained between government bodies including the Food Standards Agency (FSA); Health and Safety Executive (HSE); Department of Health (DH); Department for Communities and Local Government (DCLG) and the Better Regulation Delivery Office (BRDO).

Alehm has specialist technical topic groups who meet regularly to problem solve, promote best practice and test innovative ways of working. The established specialist groups cover food safety and health and safety. The Association also has specialist advisers who represent Alehm with external bodies such as the BRDO, GLA, HSE and the FSA and provide technical support and advice to members upon request and at meetings. Other groups

that are linked to Alehm are the London housing groups, the London Licensing Forum, London Air Quality Network, the noise coordinating group (LANAF), the Pest Liaison Group, and the London Special Treatment group.

Ensuring our work delivers our aims and objectives to provide public benefit

At the beginning of the year the executive and members agreed a business plan containing activities that deliver our aims and objectives. The activities are grouped within the themes of-

- Partnership;
- Policy and Strategy;
- Support Services;
- Learning;
- Building Capacity.

Our activities within the themes during 2015/16 are described below.

Partnership

We aim to work with partners to establish and develop alliances that will help us to improve the effectiveness of environmental health related service delivery.

FSA funded projects.

This year, Alehm delivered on behalf of the London boroughs, two funded projects for the FSA to encourage food businesses achieving a FHRs rating of 3, 4 or 5 to display their rating sticker. The first project in early 2015, and achieved a large increase in the number of businesses displaying their stickers, so this was followed up in late 2015/early 2016, when the remaining boroughs who had not previously received funding could participate. The aim is to prepare food businesses for mandatory display. Alehm used students to deliver the project which provided a range of skills and experience to help prepare students for future employment. Alehm worked with 14 boroughs and achieved overall more than 20% increase in sticker display, as well as significantly increasing business awareness and identifying issues of fraudulent display.

The FSA also funded a project to audit local authority compliance with the FHRs brand standard. 7 Boroughs were involved (reduced from the original London wide Borough bid, due to limited funding available) and Alehm will circulate findings to boroughs once clearance has been received from the FSA.

Health and Safety Training

The amount of routine health and safety work in boroughs since the publication of the national inspection programme, has reduced significantly and boroughs expressed great concern that competency was being lost and officers would have little experience to investigate a major event or investigation. Alehm has worked with the liaison groups and a training programme has been agreed, which will be part funded by Alehm. Training courses on carrying out an investigation, bereavement training for officers investigating fatalities and gas safety has been agreed for 2016.

Animal Feed

The NTS gave the London region a grant of £142,983 to deliver animal feed services for 2015/16. Alehm appointed contractors to carry out the inland feed work on behalf of the local authorities and the City of London carried out the imported feed work. With the support of the NTS and FSA, Alehm piloted a project with environmental health food teams, to deliver joint food and feed inspections in supermarkets, under the supervision of the regional feed officer. This allowed effective use of the funding, with no problems emerging from this method of delivery. A report has been submitted to the FSA on the results, with the aim to persuade the government to alter the limiting inspection requirements of the feed code of practice. Feedback from boroughs on how they value the service has been very high.

Seized food

London Boroughs had expressed concern that facilities for storage of seized products was limited and a central facility was required for use by any boroughs as and when unfit food was found. A number of options were explored, but most were likely to be costly or ineffective. A partnership arrangement has been agreed which allows London Boroughs to store seized food at a central facility in London.

London Lockdown Project to investigate the emerging business model for housing vulnerable tenants

Alehm is coordinating a DCLG funded project investigating a business model which is causing concern to local authorities, as it appears to abuse legal loopholes in housing for vulnerable tenants to claim maximum levels of housing benefit. Problems indicated poor levels of legal compliance with environmental health, planning and building control requirements. The project is due to report back in July 2016.

Operation Marino: Food Fraud investigation in to supply of illegally slaughtered meat

Alehm has coordinated a multi borough and multi-partner investigation, linked with an investigation in Wales to identify and disrupt the distribution network of the illegal meat across London. An application to cover the cost of the investigation has been made to the FSA fighting fund. The investigation has identified a number of problems and a future investigation protocol is to be provided to assist in future investigations

Healthier Catering Commitment

The HCC group represent 19 local authorities and public health teams, and the aim is to make small changes to the food offered in fast food and takeaway premises to make it slightly healthier, and to provide healthier choices. This year an agreement and partnership with JJS, who supply the majority of fast food outlets in London, to promote healthier choices and provide a discount to businesses using healthier food choices, so it is cheaper for businesses to choose the healthier options.

The Alehm Secretary/Coordinator is a member of the CIEH London Region Management Board. The London Region of the CIEH is a member organisation supported by funding from the Chartered Institute.

Policy and Strategy

We aim to provide a policy and strategy forum for London environmental health services.

A programme of Alehm members' meetings was delivered during the year. Members are responsible for a wide range of activities within the generic term of environmental health and by providing themed meetings they are able to receive comprehensive updates on topic areas to help inform their operational and strategic decisions.

The AGM in January 2015 focused on a range of service delivery models and investigations, including outsourcing of services, better use of intelligence and cross partner working, and details of a prosecution following a fatal case of food poisoning.

The March 2015 meeting further developed the theme of data sharing and use of intelligence with presentations from the cabinet Office and HMRC, commissioning public health funding with a discussion on ways of accessing funding.

In May, there was a housing themed meeting, looking at better use of intelligence to effectively target enforcement resources, a review of legal changes around energy ratings, and an overview from boroughs on progress with additional and selective licensing of rented accommodation.

The July meeting focused on food issues, with updates from the FSA, as well as the Port of London on issues relating to imported foods. There was information on major food fraud investigations and sentencing for serious food prosecutions.

In September, a health and safety and public health themed meeting included a session on strategic alliances and partnerships and delivering public health projects as part of routine environmental health work. Also the sessions included an update on work in the HSE and changes to enforcement within the Care Quality Commission.

In November there was a wide ranging examination of projects involved in improving air quality in London.

In January 2016 the group examined the development of apprenticeships and how this can support the environmental health profession. Also the FSA Food Crime Unit gave a presentation on the proposed working arrangements with local authorities and feedback on a series of Alehm projects in 2015

Finally, in March 2016, Alehm arranged a series of updated presentations on activities across the field environmental health in London, as well as a discussion from CIEH and government departments on the Red Tape Challenge. This enabled local authorities and Alehm to develop an effective response to demonstrate the value of environmental health services.

Support Services

We aim to sustain technical and specialist members groups and help them keep other colleagues advised of their activities and initiatives.

There are three established technical groupings, the London Food Coordinating Group, dealing with food issues, the Health and Safety Liaison Group, which coordinates health and safety at work regulation and promotion by borough Environmental Health Services and the Public Health Group, which assists environmental health services to support public health teams as they move into the local authority setting and identifies public health priorities relevant to environmental health for London wide strategic delivery. Both the food and health and safety group have a structure which consists of sector groups that have representation at a strategic coordination meeting. The strategic coordination meeting also has representatives from the respective government agencies and partner organisations. Both groups are supported by paid secretarial support, funded by an additional member's fee of £200 per year.

The LFCG is an Alehm group that is designed to help members comply with the requirement of the FSA to provide regular liaison with individual environmental health services and ensure that coordinated food regulation takes place in the region. This year the group focused on a range of priorities, including benchmarking of resources, which indicated the emerging resource crisis in around 50% of the local authorities in London, a response on the proposal to make the FHRS scheme mandatory and a range of inter-authority auditing.

The activities of the Health and Safety Liaison Group have supported service delivery during a time of massive reduction in resource. The group has struggled to maintain its meetings over the past 12 months, due to reducing resources and reduced support from the HSE. However there is great enthusiasm to re-invigorate the working arrangements of the group to provide support and expertise to boroughs.

Further links have been established with other London wide existing groups to ensure that information is effectively distributed to Alehm members on technical developments and strategic issues of importance, as well as to encourage consistent strategies and activities across London. The secretary is currently working with each group to achieve agreement on working relationships with Alehm and to identify how Alehm can support their work.

A new web site is to be launched in 2016. The aim is to provide a site to promote Alehm's role within the environmental health community and extend the influence of Alehm by promoting the range of activity and access to members. Members will continue to access the site for information about activities. The Knowledge Hub is now used to keep documents including meeting minutes and documents connected to association events and initiatives. Local authority contacts who need access should contact the secretary in the first instance.

Learning – student consortia and continuing professional development

We aim to enhance the learning and development of London staff and trainees.

The Association operates student training opportunities with participating boroughs and in 2015/16, 4 students were given bursary support, 6 students took advantage of project work and 4 students achieved permanent positions as enforcement officers in local authorities.

Alehm has been working with Middlesex University and consulting with local authorities to identify what students current training needs are, and what local authorities can offer in support. Alehm is working with training organisations and employers to provide apprenticeships to support regulatory services and will continue to offer placement opportunities in the future.

Alehm held 6 members meetings offering a total of 21 hours of CPD training opportunity for EHPs working within London local authorities. Alehm also worked with the FSA and City of London to offer 4 meat refresher workshops for 48 people across all London local authorities, a total of 24 hours CPD.

Building Capacity

We aim to develop the business capacity of LEHP to support Alehm's future plans.

Incorporation and charitable status was achieved for London Environmental Health Practitioners, although the name is not well recognized, and we propose in future to rename the charity Alehm, its usual trading name. With the support from CIEH and an appointed consultant providing secretarial and coordination support, systems and procedures have been put in place to ensure the effective governance of the company.

This annual report, will be placed on the website, copied to members and made available to journalists of the environmental health professional publications produced by the CIEH for national coverage.

How our activities deliver public benefit

The users of environmental health services are the general public. Effective regulation promotes efficient and productive business and promotes healthier and more sustainable communities. Environmental health services deal with the most fundamental problems these communities face. Environmental health services work to reduce health inequalities; support the vulnerable; improve local opportunities; improve the local environment and, delivers benefits to the public. Alehm provides a London centred professional focal point for all 33 boroughs and supports the delivery of consistent and balanced environmental health services.

The Trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the aims and objectives. The significant activities undertaken by the charity to further its charitable purposes for the public benefit are detailed below.

Specifically in relation to the 5 themes public benefit is delivered because by:

- Identifying and establishing **partnerships** maximises the use of resources and improves the effectiveness of service delivery to the benefit of the public;
- supporting members in the development and maintenance of their **policy and strategic** knowledge assists them to design effective services that meet legislative requirements benefiting the public;
- **support services** by maintaining the technical groups helps to ensure that the expertise in environmental topics are maintained and developed and that staff are properly trained to enable them to deliver a complete service to the benefit of the public;
- **promoting learning** by helping to maintain adequate numbers of suitably qualified staff that reflect the demographic makeup of the capital and are essential to delivering sustainable services which safeguard the wider environmental health, benefiting the public;
- **building capacity** by maintaining an organisation that is effectively governed and satisfies statutory requirements to deliver its objectives for the benefit of the public.

Structure Governance and Management

Governing Document

Members of the Association of London Environmental Health Managers (Alehm) decided that to enable Alehm better achieve its aims and objectives the charitable trading company London Environmental Health Practitioners (LEHP) should be formed to run parallel with Alehm. London Environmental Health Practitioners (LEHP) was established under a Memorandum of Association which established the objects and powers of the company and it is governed under its Articles of Association. Incorporation was achieved during July 2007. A Chair and Board of Directors were elected to manage the company.

Recruitment and Appointment of the executive

The Trustees are members of Alehm and were approved to undertake the role by members of the association. The Articles of Association requires that one third of the Trustees must apply for re-election each year.

Paul Morse and Tay Potier resigned and were re-elected by members at the Annual General meeting held on 22nd March 2016. Graham Jukes resigned on 31st December 2015, as he stepped down from his role as chief executive of the CIEH and was re-elected by members at the meeting held on 21st January 2016. Although a request was circulated to member authorities requesting volunteers to take on the role of Trustees, no volunteers have been received. Alehm will work over the coming year to promote the role of Trustee and encourage new volunteers.

Trustees are considered key management personal and are not remunerated.

Trustee training

The effective induction and training of Trustees poses a challenge for new charities. Fortunately two Trustees, including the Chair, currently hold Trustee positions on the boards of other charities and consequently have experience of the responsibilities of the role. The Board has also benefited from the support provided by the Chartered Institute of Environmental Health which is a charity and has many years of experience of operating in this capacity. Trustees new to the role have received the information provided by the Charity Commission. In the coming year Alehm will consider training needs of new Trustees and put in place a training policy.

Principal risks and uncertainties

The executive (on behalf of the Trustees) has undertaken a review of the major risk that the charity is exposed to. The major risks are described below and were reviewed and agreed by the board in April 2016.

The charity has maintained membership from all London borough environmental health managers but could face a major risk to its viability and influence if it lost the status of all borough representation. To control this risk, members are encouraged to take part in the preparation and adoption of the annual business plan and approve the fees structure. By adopting this approach members can develop a plan that meets their needs and agree a fee structure that they can afford. Surveys of member needs and a regular review of its activities will help ensure Alehm meet the needs of an evolving membership and local authority organisational change. The cost of running Alehm's membership activity will be maintained within its annual subscription income, as far as practical.

Alehm Trustees will also ensure that operational activities are financially sustainable and the organisation's spending reflects its income. Alehm has made use of available grant funding to support a range of local authority initiatives with respect to food and will continue to look for other similar opportunities. Trustees agreed at the meeting on the 21st January 2016 that a 10% charge will be added to actual costs, for work undertaken on external funded projects to ensure that an appropriate share of Alehm's operational costs are allocated to the externally funded projects. Members agreed at the January 2015 AGM and the March 2016 AGM to maintain subscription fees at current levels. Local authorities are offered the chance to pay a 3 year membership fee, at a discounted rate. This has been a popular option and helps sustain membership levels.

The financial performance of the Charity will continued to be closely monitored and reported to the Executive on a regular basis during the year. A treasurer was appointed in January 2016 to enable the charity to more closely monitor its more extensive financial activity.

Risks relating to internal control procedures are minimised by using the services of CIEH finance and human resource teams and working within their established procedures. The Board reviews and updates procedures and policies regularly, often adapting the CIEH procedures to meet the needs of Alehm. In the year 2015/16, Alehm has adapted its financial procedures to reflect changing activity and introduced financial limits for officials. It has introduced a data sharing protocol to enable the charity to share operational sensitive data with partners for criminal investigations.

Where Alehm undertakes external funded activities within boroughs and appointed contractors do not meet expected service levels, there is a risk the authorities may claim back the cost of poor quality work or that funding organisations may require payback of some funded work. The executive has agreed it will not take on any funded projects, the value of which will put Alehm's financial stability at risk and Trustees will review and agreement sought from the Board before accepting any funded projects over £10,000. Any work completed on behalf of local authorities must be cleared by lead borough officers within a specified time, before payment is made to contractors, to minimise the risk of poor quality work.

There is a risk that Alehm's partners, organisations or individuals involved in or aggrieved by Alehm's activities, might make claims against the charity. All Alehm's contractors have professional liability insurance and the Board agreed that in March 2015 Alehm would pay for trustee liability insurance to minimise the risk to the charity.

There is a risk in not receiving a clean auditor's report. This challenge has been met by the Secretary and the Executive with support from the CIEH by complying with all the statutory requirements in the eighth year of trading. Alehm will continue to take advice from the CIEH finance department and provide all relevant documentation to appointed auditors to enable accurate reports and comments on the ongoing activities. The monthly review of

ongoing activities by the trustees enables Alehm to react swiftly to any problem areas and detailed finance reports are provided by the CIEH accountant quarterly to enable the board to regularly review financial statements. On occasions where monthly Executive meetings cannot take place, an alternative method of business review will be established.

Organisational structure

Administrative and strategic support for the organisation is provided by a consultant who supplies secretarial and coordination support. Trustees or external contractors will provide management services for externally funded projects. Another consultant provides support for student training activities and other administrative support. A contractor is employed to act as treasurer. Alehm has a number of technical groups that support members' activities. These groups meet regularly and hold minuted meetings. Minute takers service these meetings and are paid by private agreement with the secretariat of each group, which has been allocated an annual budget.

Responsibilities of the executive

The board develops and guides the strategic direction of the organisation and manages the financial activities of the Association. The Memorandum and Articles of Association were drafted for the purpose of incorporation and for charitable status. Trustees are recruited and appointed in accordance with the rules of the Memorandum and Articles of Association.

Statement of responsibilities of the Board of Trustees

The trustees are responsible for preparing the trustees' annual report 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. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including its income and expenditure, of the charity for the year. In preparing those 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 accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the requirements of 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.

The aim of the Trustees is to maintain the current financial reserves and ensure income broadly matches expenditure, to ensure that the Charity maintains sufficient reserves to support ongoing projects. Finance reports are reported to the Trustees regularly and any changes which are likely to affect the financial position are brought to Trustee attention and action taken is recorded in minutes. The Company is required to keep reserves at least equivalent to 1 year's income. (see reserves policy).

The work of the Association is directed by a business plan with progress being regularly reported to the board. Decisions are taken by the board, or where this is impracticable, they are delegated to the Chair. The Chair's decisions are reported at the next convenient meeting of the board.

The organisation reviews and amends its business plan annually. The Mission Statement, Aims and Objectives are also reviewed as necessary. The business plans for 2007 to 2016 can be found at <http://www.alehm.org.uk>.

Environmental health is a rapidly developing topic that requires the Association to regularly review its business plan to ensure that it makes the most effective use of the resources it has at its disposal. Alehm's performance will be reported regularly to members through secretary and chair's reports presented at members meetings.

Principal Funding source

Funding for the year was from subscription fees levied on members, with some funding for specific grant aided projects.

Investment policy

Funds are placed in a deposit account with the bank and receive a variable interest rate.

Reserves Policy

The current policy, agreed by Trustees at the Executive meeting held on the 12th April 2016 requires that the organisation maintains a financial reserve of the equivalent of one year of subscription income along with 50% of the expected annual income from grant funded projects. Current annual income from subscriptions is approximately £38,000 and income from projects is approximately £200,000. A number of the restricted funds are in deficit (see page 22) and some explanations are given (see page 19). Funding for these grants is in arrears by way of claiming expenses incurred. All funded projects are expected to at least break even.

Plans for future period

It is anticipated that during 2016 income will be based, as normal, on revenue obtained from member's subscriptions and some grant funding.

Financial Review

Income - Member's subscription has been maintained at the 2014 level for 2 years and as there is support from the externally funded projects, there is no need at this time to raise subscriptions. 18 local authorities have taken up the opportunity for discounted 3 years subscription 3 are due for renewal this year and 14 will expire at the end of 2016. One will expire at the end of 2017. Subscription money is equally divided and allocated between the current and future 2 years. Alehm also charges an annual levy to cover the cost of providing secretarial support for the technical groups supported by the association of £200 per year, which it is intended will remain constant. Additional income was received during the year from grant funding for specific projects on delivery of animal feed, a project to encourage display of FHRS stickers and inter authority auditing on consistent application of the FHRS brand standard. Some funds are currently held for boroughs for student bursary payments and Alehm continues to offer a bursary payment service to boroughs who offer placements to students.

Expenditure - General fund expenditure included costs of the coordinator, Alehm meetings, student bursary payments and CIEH financial support and insurance payments.

Alehm was awarded significant levels of grant funding by NTS this year for delivery of regional animal feed and the expenditure for this work is mainly to contractors and to the Alehm coordinator.

Student consortium

The student consortium is no longer viable however Alehm continues to assist in placing students and offering work opportunities for students to gain PPP experience. In the future, Alehm will work with partners and employers to make best use of the new apprenticeship programme.

Auditors

The Trustees elected to have an audit for 2015/16 rather than an independent examination. Haysmacintyre were approved by members at the Annual General Meeting held on 22nd March 2016.

Statement as to disclosure of information to our auditors

In the case of each of the persons who are Trustees of the charity at the date when this report was approved:

- so far as each of the Trustee is aware, there is no relevant audit information of which the charity's auditors are unaware; and
- each of the Trustees has taken all the steps that he/she ought to have taken as a director to make himself/herself aware of any relevant audit information (as defined) and to establish that the charity's auditors are aware of that information.

In preparing this report, the directors have taken advantage of the small companies exemptions provided by s.415A of the Companies Act 2006.

By behalf of the Board



Steve Miller, Chair

Date: 1st December 2016

Independent auditor's report to the members and trustees of London Environmental Health Practitioners

We have audited the financial statements of London Environmental Health Practitioners for the fifteen month period ended 31 March 2016 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement 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 auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the 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 auditor

As explained more fully in the Trustees' Responsibilities Statement set out on page 12, 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.

We have been appointed auditor under the Companies Act 2006. 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

A description of the scope of an audit of financial statements is provided on the Financial Reporting Council's website at www.frc.org.uk/auditscopeukprivate.

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 2016 and of the charitable company's net movement in funds, including the income and expenditure, for the period 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 Trustees' Annual Report for the financial period for which the financial statements are prepared is consistent with the financial statements.

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:

- the charitable company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the charitable company 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; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemption from the requirement to prepare a strategic report.



Kathryn Burton (Senior statutory auditor)
for and on behalf of haysmacintyre, Statutory Auditor

26 Red Lion Square
London
WC1R 4AG

[date] 1 December 2016

London Environmental Health Practitioners

Statement of Financial Activities (incorporating an income and expenditure account) Period ended 31 March 2016

	Unrestricted Funds	Restricted Funds	15 months 2016	12 months 2014
	£	£	£	£
Income and endowments				
From charitable activities				
Subscriptions	41,676	-	41,676	84,674
Grants and contracts	-	<u>208,471</u>	<u>208,471</u>	<u>98,000</u>
	<u>41,676</u>	<u>208,471</u>	<u>250,147</u>	182,674
Expenditure				
From charitable activities				
Expenses	62,923	-	62,923	35,844
Grant and contract expenses	-	230,182	230,182	51,856
Bursary	<u>25,200</u>	-	<u>25,200</u>	<u>26,494</u>
Total resources expended	<u>88,123</u>	<u>230,182</u>	<u>318,305</u>	<u>114,194</u>
Net expenditure for the year	(46,447)	(21,711)	(68,158)	68,480
Transfer between funds	<u>14,994</u>	<u>(14,994)</u>	-	<u>51,856</u>
Net movement in funds	(31,453)	(36,705)	(68,158)	68,480
Funds and reserves brought forward at 1 January 2015	<u>174,156</u>	<u>46,144</u>	<u>220,300</u>	<u>151,820</u>
Funds and reserves carried forward at 31 March 2016	<u>142,703</u>	<u>9,439</u>	<u>152,142</u>	<u>220,300</u>

None of the charitable company's activities were acquired or discontinued during the above two financial years. There were no recognised gains or losses other than those shown above. All incoming and expended resources are in respect of unrestricted funds.

The notes on pages 18 to 24 form an integral part of these financial statements.

London Environmental Health Practitioners

Balance Sheet as at 31 March 2016

Company Number 6316667

	Note	15 months 2016 £	12 months 2014 £
Current Assets			
Debtors	6	8	23,870
Cash at bank and in hand		<u>229,498</u>	<u>234,219</u>
		229,506	258,089
Creditors: amounts falling due within one year	7	<u>(77,364)</u>	<u>(37,789)</u>
Total net assets		<u>152,142</u>	<u>220,300</u>
Funds and Reserves			
Restricted Funds	3	9,439	46,144
Unrestricted Funds	2	<u>142,703</u>	<u>174,156</u>
Total funds		<u>152,142</u>	<u>220,300</u>

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The financial statements on pages 15 to 24 were approved and authorised for issue by the board and signed on their behalf.

Steve Miller, Chair



Date

1st December 2016

The notes on pages 18 to 24 form an integral part of these financial statements.

London Environmental Health Practitioners

Cash Flow Statement For the 15 months ended 31 March 2016

	£	2016 £	£	2014 £
Cash flow from operating activities				
Net (expenditure) / income		(68,158)		68,480
Decrease /(increase) in debtors	23,862		(21,178)	
Increase in creditors	<u>39,575</u>		<u>10,943</u>	
Cash flow from operating activities		<u>63,437</u>		<u>(10,235)</u>
Net cash flow resulting from operations		(4,721)		58,245
Cash and cash equivalents at beginning of year		<u>234,219</u>		<u>175,974</u>
Cash and cash equivalents at end of year		<u>229,498</u>		<u>234,219</u>

London Environmental Health Practitioners

Notes to the Financial Statements (Period ended 31 March 2016)

1 Accounting Policies

1.1 Basis of accounting

The financial statements have been prepared under the historical cost convention. The financial statements have been prepared in accordance with the Statement of Recommended Practice for Charities (SORP 2015), the Companies Act 2006 and applicable accounting standards (FRS102).

Following the transition to FRS102 for the first time in 2016, all of the accounting policies have been aligned with the new accounting standard and where these have resulted in a material change to the amounts, classification or presentation within the financial statements as at the date of transition then a transitional adjustment has been made. The principal accounting policies and estimation techniques are as follows.

Transition to FRS102

This is the first year the charity has presented its results under FRS102 and SORP2015. The last financial statements under previous UK GAAP were for the year ended 31 December 2014. The date of transition to FRS102 was 1 December 2014. Set out below are reconciliations the reserves from the amounts previously stated in the 2014 financial statements following the change in accounting policies. There is no impact on the reserves at both dates, and on the surplus for the year ended 31 December 2014.

1.2 Resources expended

All expenditure is accounted for on an accruals basis. Expenditure is directly allocated to specific activities and has been included in those cost categories.

1.4 Income and endowments

Subscriptions

Subscriptions income is recognised on an accruals basis. Unpaid subscriptions are assessed as to their collectability.

Revenue grants

Revenue grants are credited to incoming resources on the earlier date of when they are received or when they are receivable, unless they relate to a specified future period, in which case they are deferred.

Contractual income

Income from contracts for services is recognised in the period when the services are provided.

1.7 Fund accounting

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

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim of the use of each designated fund is set out below.

Student consortia Alehm appoints a number of students each year, and looks for short term placements within local authorities or project work/support work it requires which can be undertaken by a student. Funding may come from boroughs for paid placements, directly from Alehm where internal funds are allocated for specific tasks, or external project funding. A variety of sources including funded projects (e.g. FSA sampling project), internal funds (e.g. minute taking for technical groups) or direct from local authorities if they can fund a placement. Otherwise Alehm provides transport costs for unfunded placements.

London Environmental Health Practitioners

Notes to the Financial Statements

(Period ended 31 March 2016)

1 Accounting Policies

Student bursaries funding from Wandsworth Council is used by Alehm to recruit student EHOs and TSOs and pay them bursaries, to help overcome the local recruitment restrictions. Bursary monies are paid to Alehm along with a small amount (£600 per student) to cover recruitment and financial management costs.

HPA EH Prof funds the Healthier Catering Commitment project.

Support services are the running of liaison groups. Boroughs contribute an annual fee to cover the costs of running liaison groups.

Projects that are not material have been grouped together in the past. There were no small projects during the current period.

Restricted funds are funds subject to a specific trust, restrictions as to use placed on the funds by the donor. Alehm had seven restricted funds during the year.

Animal feed 2013 funding, provided by the Food Standards Agency (FSA), to introduce a London wide feed inspection and enforcement programme for London. Annual funding is now received for a regional feed lead officer and funds are directed to this work.

Animal Feed 2014 funding, provided by National Trading Standards (NTS), to deliver the London regional feed inspection programme for 2014/15. The fund has been fully expended.

Animal feed 2015 funding, provided by National Trading Standards (NTS), to deliver the London regional feed inspection programme for 2015/16. The fund had funds still to be expended at the end of the year. See page 7 for more details.

Inter-Authority Auditing funding obtained, from the FSA, to undertake audits of 7 London Boroughs to assess compliance with FSA Food Hygiene Rating Scheme (FHRS) 'Brand Standard', prior to the FSA introduction of mandatory display of food hygiene rating stickers in food businesses.

Surplus food funding from the NTS to examine companies that claim to send food for animal feed. Main activities completed and signed off in April 2015, and funding has been allocated to a further study project by a student EHO

FHRS funding obtained from the FSA to encourage food businesses across a range of London Boroughs to display their FHRS food hygiene rating sticker. A final claim for funds has been submitted. See page 7 for more details.

Food Fraud funding obtained from the FSA fighting fund to establish a project team to investigate intelligence of widespread illegal meat being distributed across London. Alehm provided resources to coordinate the project and a claim to the FSA has been submitted to cover costs. See page 8 for more details.

Lockdown project funding obtained from The Department for Communities and Local Government (DCLG) to investigate rogue landlords operating a distinct business model letting sub-standard housing to homeless people, in order to claim maximum levels of housing benefit. The project is due to conclude in 2016. See page 8 for more details.

London Environmental Health Practitioners

Notes to the Financial Statements for the period ended 31 March 2016 - continued

2 Charitable Activities

2016	Student Consortia		Student Bursaries		HPA EH Prof		Unrestricted Support Services		Projects		General Funds		Unrestricted Funds		Total Restricted Funds		Total Funds	
	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	
Income and endowments																		
Subscriptions	13,848	-	-	5,100	-	-	22,728	41,676	-	-	-	-	41,676	-	-	-	41,676	
Grants	-	-	-	-	-	-	-	-	-	-	-	-	-	208,471	-	-	208,471	
Total income	<u>13,848</u>	-	-	<u>5,100</u>	-	-	<u>22,728</u>	<u>41,676</u>	-	-	-	-	<u>41,676</u>	<u>208,471</u>	-	-	<u>250,147</u>	
Expenditure																		
Expenses	15,750	-	93	2,375	-	-	44,705	62,923	-	-	-	-	62,923	-	-	-	62,923	
Grant expenses	-	-	-	-	-	-	-	-	-	-	-	-	-	230,182	-	-	230,182	
Bursaries	-	25,200	-	-	-	-	-	-	-	-	-	-	25,200	-	-	-	25,200	
Total expended	<u>15,750</u>	<u>25,200</u>	<u>93</u>	<u>2,375</u>	-	-	<u>44,705</u>	<u>88,123</u>	-	-	-	-	<u>88,123</u>	<u>230,182</u>	-	-	<u>318,305</u>	
Net expenditure	(1,902)	(25,200)	(93)	2,725	-	(21,977)	(46,447)	(21,711)	(68,158)									
Transfer between funds	-	-	-	-	(61)	15,055	14,994	(14,994)	-									
Net movement in funds	(1,902)	(25,200)	(93)	2,725	(61)	(6,922)	(31,453)	(36,705)	(68,158)									
Funds 1 January 2015	58,273	45,808	6,537	13,990	61	49,487	174,156	46,144	220,300									
Funds 31 March 2016	56,371	20,608	6,444	16,715	-	42,565	142,703	9,439	152,142									

Student consortia, Student bursaries, HPA EH Prof, support services and projects are all designated funds. While no specific trust is in operation the subscription income received is maintained in different funds in furtherance of the wishes of the Alehm members.

London Environmental Health Practitioners

Notes to the Financial Statements for the period ended 31 March 2016 - continued

2 Charitable Activities

2014	Student Consortia	HPA EH Prof	Unrestricted Support Services	Unrestricted Support Services	Support Services	Scores on the doors	General Funds	Total Unrestricted Funds	Total Restricted Funds	Total Funds
	£	£	£	£	£	£	£	£	£	£
Income and endowments										
Subscriptions	48,300	-	5,900	1,035	-	29,439	84,674	-	84,674	
Grants	-	-	-	-	-	-	-	98,000	98,000	
Total income	<u>48,300</u>	-	<u>5,900</u>	<u>1,035</u>	-	<u>29,439</u>	<u>84,674</u>	<u>98,000</u>	<u>182,674</u>	
Expenditure										
Expenses	4,698	-	1,590	974	-	28,582	35,844	-	35,844	
Grant expenses	-	-	-	-	-	-	-	51,856	51,856	
Bursaries	26,494	-	-	-	-	-	26,494	-	26,494	
Total expended	<u>31,192</u>	-	<u>1,590</u>	<u>974</u>	-	<u>28,582</u>	<u>62,338</u>	<u>51,856</u>	<u>114,194</u>	
Net expenditure	17,108	-	4,310	61	-	857	22,336	46,144	68,480	
Transfer between funds	-	-	-	-	(427)	427	-	-	-	
Net movement in funds	17,108	-	4,310	61	(427)	1,284	22,336	46,144	68,480	
Funds 1 January 2014	<u>86,973</u>	<u>6,537</u>	<u>9,680</u>	-	<u>427</u>	<u>48,203</u>	<u>151,820</u>	-	<u>151,820</u>	
Funds 31 December 2014	<u>104,081</u>	<u>6,537</u>	<u>13,990</u>	<u>61</u>	-	<u>49,487</u>	<u>174,156</u>	<u>46,144</u>	<u>220,300</u>	

London Environmental Health Practitioners

Notes to the Financial Statements
for the period ended 31 March 2016 - continued

3 Charitable Activities

2016	Animal Feed 2013		Animal Feed 2014		Animal Feed 2015		Restricted Funds				Lockdown Project	Total Restricted Funds
	£	£	£	£	£	£	IAA	Surplus Food	FHRS	Food Fraud		
Income and endowments												
Grants	-	56,240	113,859	56,240	113,859	12,434	-	13,021	-	12,917	208,471	
Total income	-	56,240	113,859	56,240	113,859	12,434	-	13,021	-	12,917	208,471	
Expenditure												
Grant expenses	2,391	68,338	126,360	68,338	126,360	2,047	3,928	18,123	6,499	2,496	230,182	
Total expended	2,391	68,338	126,360	68,338	126,360	2,047	3,928	18,123	6,499	2,496	230,182	
Net expenditure	(2,391)	(12,098)	(12,501)	(12,098)	(12,501)	10,387	(3,928)	(5,102)	(6,499)	10,421	(21,711)	
Transfer between funds	-	(14,994)	-	(14,994)	-	-	-	-	-	-	(14,994)	
Movement in funds	(2,391)	(27,092)	12,501)	(27,092)	12,501)	10,387	(3,928)	(5,102)	(6,499)	10,421	(36,705)	
Funds 1 January 2015	19,052	27,092	-	27,092	-	-	-	-	-	-	46,144	
Funds 31 December 2016	16,661	-	(12,501)	-	(12,501)	10,387	(3,928)	(5,102)	(6,499)	10,421	9,439	

2014	Animal Feed 2013		Animal Feed 2014		Animal Feed 2015		Restricted Funds				Lockdown Project	Total Restricted Funds
	£	£	£	£	£	£	IAA	Surplus Food	FHRS	Food Fraud		
Income and endowments												
Grants	40,272	57,728	-	57,728	-	-	-	-	-	-	98,000	
Total income	40,272	57,728	-	57,728	-	-	-	-	-	-	98,000	
Expenditure												
Grant expenses	21,220	30,636	-	30,636	-	-	-	-	-	-	51,856	
Total expended	21,220	30,636	-	30,636	-	-	-	-	-	-	51,856	
Net expenditure	19,052	27,092)	-	27,092)	-	-	-	-	-	-	46,144	
Transfer between funds	-	-	-	-	-	-	-	-	-	-	-	
Movement in funds	19,052	27,092)	-	27,092)	-	-	-	-	-	-	46,144	
Funds 1 January 2015	-	-	-	-	-	-	-	-	-	-	-	
Funds 31 December 2016	19,052	27,092)	-	27,092)	-	-	-	-	-	-	46,144	

London Environmental Health Practitioners

Notes to the Financial Statements for the period ended 31 March 2016 - continued

4 Net incoming / (outgoing) resources for the year

Net incoming resources are stated after charging:

	15 months 2016	12 months 2014
	£	£
Audit fee	<u>3,600</u>	<u> </u>

5 Employee Costs

Alehm has no employees. Trustees are considered key management personal and are not remunerated.

6 Debtors

	15 months 2016	12 months 2014
	£	£
Chartered Institute of Environmental Health	-	23,862
Trade debtors	<u>8</u>	<u>8</u>
	<u>8</u>	<u>23,870</u>

7 Creditors

	15 months 2016	12 months 2014
	£	£
Amounts falling due within one year		
Chartered Institute of Environmental Health	14,399	-
Accruals and deferred income	<u>62,965</u>	<u>37,789</u>
	<u>77,364</u>	<u>37,789</u>

8 Analysis of net assets between funds

	Current Assets £	Current Liabilities £	Total Net Assets £
Unrestricted funds	<u>195,094</u>	<u>(52,391)</u>	<u>142,703</u>
Restricted Funds	<u>34,412</u>	<u>(24,973)</u>	<u>9,439</u>
Total Funds	<u>229,506</u>	<u>(77,364)</u>	<u>152,142</u>

9 Capital Commitments

At 31 March 2016 the company had no capital commitments.

London Environmental Health Practitioners

Notes to the Financial Statements for the period ended 31 March 2016 - continued

10 Related Party Transactions

One trustee, Tay Potier through her company Lime Consultancy Limited, received payments of £23,390 in 2016 (£11,488 in 2014) for work on behalf of Alehm. There were no other disclosable trustees' interests for the 15 months ended 31 March 2016.

11 Controlling Party

Alehm is run by its Trustees (who are the executive), who are appointed by the members of Alehm.