

Company registration No 03647493 (England and Wales)

**FAIRNESS AT WORK RESOLUTION SERVICES LIMITED**  
**DIRECTORS REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 OCTOBER 2009**

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# **FAIRNESS AT WORK RESOLUTION SERVICES LIMITED**

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# **FAIRNESS AT WORK RESOLUTION SERVICES LIMITED**

## **DIRECTORS' REPORT FOR THE YEAR ENDED 31 OCTOBER 2009**

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The directors present their report and financial statements for the year ended 31 October 2009

### **Principal activities**

The principal activity of the company is that of providing mediation services

### **Results**

The company ceased trading during the year. The financial year 08/09 of trading had turnover £0 (2008 £7,635). The trading loss before tax for the year was £(865) (2008 £ (1,072) loss)

### **Dividend**

During the year the Directors elected to pay a dividend of 4764 9p per share

### **Directors**

The following directors have held office since 1 November 2003

D Fowler

S Fowler

### **Directors' interests**

The directors' interests in the shares of the company were as stated below:

|          | Ordinary shares of £1 each |                 |
|----------|----------------------------|-----------------|
|          | 31 October 2009            | 1 November 2008 |
| D Fowler | 50                         | 50              |
| S Fowler | 50                         | 50              |

This report has been prepared in accordance with the Companies Act 2006 and the special provisions applicable to companies subject to the small companies' regime

On behalf of the board



S Fowler  
Director  
30 March 2010

**FAIRNESS AT WORK RESOLUTION SERVICES LIMITED**

**ACCOUNTANT'S REPORT TO THE DIRECTORS ON THE UNAUDITED  
ACCOUNTS OF FAIRNESS AT WORK RESOLUTION SERVICES LTD**

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As described on the balance sheet you are responsible for the preparation of the accounts for the year ended 31 October 2009, set out on pages 3 to 6 and you consider that the company is exempt from an audit. In accordance with your instructions, I have compiled these unaudited accounts in order to assist you to fulfil your statutory responsibilities from the accounting records and information and explanations supplied to me.

**Anthony Fowler, ACMA MEng**

**30 March 2010**

## **FAIRNESS AT WORK RESOLUTION SERVICES LIMITED**

### **PROFIT AND LOSS ACCOUNT FOR THE YEAR ENDED 31 OCTOBER 2009**

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|                                                                 | <b>Notes</b> | <b>2009<br/>£</b> | <b>2008<br/>£</b> |
|-----------------------------------------------------------------|--------------|-------------------|-------------------|
| Turnover                                                        | 2            | 0                 | 7,635             |
| Administrative expenses                                         |              | (865)             | (8,707)           |
| <b>Profit/(loss) on ordinary<br/>activities before taxation</b> | 3            | (865)             | (1,072)           |
| Tax on profit on ordinary activities                            | 4            | 167               | 6                 |
| <b>Profit/(loss) on ordinary<br/>activities after taxation</b>  |              | (698)             | (1,066)           |
| Dividend paid                                                   |              | (4,765)           | 0                 |
| <b>Retained profit/(loss) for the year</b>                      |              | <u>(5,463)</u>    | <u>(1,066)</u>    |

# FAIRNESS AT WORK RESOLUTION SERVICES LIMITED

## BALANCE SHEET AS AT 31 OCTOBER 2009

|                                                       | Notes | 2009<br>£  | 2008<br>£    |
|-------------------------------------------------------|-------|------------|--------------|
| <b>Fixed Assets</b>                                   |       |            |              |
| Tangible Assets                                       | 5     | 0          | 255          |
| <b>Current Assets</b>                                 |       |            |              |
| Debtors                                               | 6     | 0          | 269          |
| Cash at bank and in hand                              |       | <u>100</u> | <u>5,118</u> |
|                                                       |       | 0          | 5,387        |
| <b>Creditors: amounts falling due within one year</b> | 7     | <u>(0)</u> | <u>(79)</u>  |
| <b>Net current (liabilities)/assets</b>               |       | <u>100</u> | <u>5,309</u> |
| <b>Total assets less current liabilities</b>          |       | <u>100</u> | <u>5,563</u> |
| <b>Capital and reserves</b>                           |       |            |              |
| Called up share capital                               | 8     | 100        | 100          |
| Profit and loss account                               | 9     | <u>0</u>   | <u>5,463</u> |
| <b>Shareholders' funds</b>                            |       | <u>100</u> | <u>5,563</u> |

For the year ending 31st October 2009 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies

Director's responsibilities,

The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476

The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts

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

The financial statements were approved by the Board on 30 March 2010



S Fowler  
Director

# FAIRNESS AT WORK RESOLUTION SERVICES LIMITED

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 OCTOBER 2009

### 1 Accounting policies

#### 1.1 Accounting convention

The financial statements are prepared under the historical cost convention and in accordance with the Financial Reporting Standard for Smaller Entities (effective June 2002)

#### 1.2 Accounting convention

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows

|                    |                                |
|--------------------|--------------------------------|
| Computer equipment | 25% on the straight line basis |
|--------------------|--------------------------------|

#### 1.3 Accounting convention

Deferred taxation is provided in full in respect of taxation deferred by timing differences between the treatment of certain items for taxation and accounting purposes

### 2 Turnover

Turnover is the amount invoiced to customers and no VAT is charged to the customers. No segmental analysis is considered appropriate

### 3 Operating profit

|                                           | 2009  | 2008 |
|-------------------------------------------|-------|------|
|                                           | £     | £    |
| Operating profit is stated after charging |       |      |
| Depreciation of tangible assets           | 111   | 295  |
| Profit on disposal of fixed assets        | (153) | 0    |

### 4 Taxation

The company has estimated taxable loss of £907 in the year

On the basis of these financial statements no provision has been made for corporation tax

The company received rebates totalling £166.68 in respect of prior period current taxation payments

### 5 Tangible fixed assets

|                       | Plant and machinery etc |
|-----------------------|-------------------------|
|                       | £                       |
| <b>Cost</b>           |                         |
| At 1 November 2008    | 1,296                   |
| Disposals             | (1,296)                 |
| At 31 October 2009    | 0                       |
| <b>Depreciation</b>   |                         |
| At 1 November 2008    | 1,041                   |
| Charge for the year   | 111                     |
| Disposals             | (1,152)                 |
| At 31 October 2009    | 0                       |
| <b>Net book value</b> |                         |
| At 1 November 2008    | 255                     |
| At 31 October 2009    | 0                       |

# **FAIRNESS AT WORK RESOLUTION SERVICES LIMITED**

## **NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 OCTOBER 2009**

|           |                                                                                                                     |                   |                   |
|-----------|---------------------------------------------------------------------------------------------------------------------|-------------------|-------------------|
| <b>6</b>  | <b>Debtors</b>                                                                                                      | <b>2009<br/>£</b> | <b>2008<br/>£</b> |
|           | Other debtors                                                                                                       | <u>0</u>          | <u>269</u>        |
| <b>7</b>  | <b>Creditors: amounts falling due within one year</b>                                                               | <b>2009<br/>£</b> | <b>2008<br/>£</b> |
|           | Tax creditor                                                                                                        | 0                 | 0                 |
|           | Other creditors                                                                                                     | <u>0</u>          | <u>79</u>         |
| <b>8</b>  | <b>Share Capital</b>                                                                                                | <b>2009<br/>£</b> | <b>2008<br/>£</b> |
|           | <b>Authorised</b>                                                                                                   |                   |                   |
|           | 100 Ordinary shares of £1 each                                                                                      | <u>100</u>        | <u>100</u>        |
|           | <b>Allotted, called up and fully paid</b>                                                                           |                   |                   |
|           | 100 Ordinary shares of £1 each                                                                                      | <u>100</u>        | <u>100</u>        |
| <b>9</b>  | <b>Statement of movements on profit and loss account</b>                                                            | <b>2009<br/>£</b> | <b>2008<br/>£</b> |
|           | Profit and loss reserve brought forward                                                                             | 5,463             | 6,530             |
|           | Retained profit/(loss) for the year                                                                                 | (5,463)           | (1,066)           |
|           | Profit and loss reserve carried forward                                                                             | <u>0</u>          | <u>5,463</u>      |
| <b>10</b> | <b>Control</b>                                                                                                      |                   |                   |
|           | The ultimate controlling parties are D Fowler and S Fowler, directors, who each own 50% of the issued share capital |                   |                   |



## **FAIRNESS AT WORK RESOLUTION SERVICES LIMITED**

### **DETAILED TRADING PROFIT AND LOSS ACCOUNT FOR THE YEAR ENDED 31 OCTOBER 2009**

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|                                     | <b>2009</b>         | <b>2008</b>           |
|-------------------------------------|---------------------|-----------------------|
|                                     | <b>£</b>            | <b>£</b>              |
| <b>Turnover</b>                     | <b>0</b>            | <b>7,635</b>          |
| <b>Administrative expenses</b>      |                     |                       |
| Payroll                             | 564                 | 6,895                 |
| Insurance                           | 133                 | 373                   |
| Telephone costs                     | -                   | -                     |
| Printing, postage and stationery    | -                   | 116                   |
| Advertising                         | -                   | -                     |
| Travelling expenses                 | -                   | 634                   |
| Entertaining                        | -                   | -                     |
| Fees                                | 136                 | 319                   |
| Accountancy                         | -                   | -                     |
| Interest                            | 74                  | 74                    |
| Depreciation                        | 111                 | 295                   |
| Profit on disposal of assets        | (153)               | -                     |
|                                     | <u>(865)</u>        | <u>(8,707)</u>        |
| <b>Operating profit/(loss)</b>      | <u>(865)</u>        | <u>(1,072)</u>        |
| <b>Current Taxation</b>             | <b>167</b>          | <b>6</b>              |
| <b>Profit/(loss) after taxation</b> | <u><u>(698)</u></u> | <u><u>(1,066)</u></u> |