

DISABLEMENT ASSOCIATION OF BARKING AND DAGENHAM

England & Wales · Charity number 1023730

Details

Other names DABD, Enabling Independence

Status Registered

Legal form Charitable company

Company number [02800290](#)

Registered 1993-07-14

Register [View on the Charity Commission register](#)

Contact

Address D A B D UK
Pembroke Gardens
Dagenham
RM10 7YP

Phone 03300542500

Email info@dabd.org.uk

Website www.dabd.org.uk

Activities

Objects: THE RELIEF OF INDIVIDUALS (PRIMARILY THOSE WITH IMPAIRMENT) LIVING IN THE UK IN PARTICULAR BY THE PROVISION OF ANY FACILITIES TO ENABLE THEM TO ACHIEVE GREATER ECONOMIC, SOCIAL, EDUCATIONAL AND PHYSICAL MOBILITY.PROVISION OF SECOND TIER SUPPORT TO ORGANISATIONS WHICH HAVE SIMILAR AIMS TO OUR OWN.

Activities: Independent living support, accessible transport services, supported employment training, training and personal development, personalcare support, community development, disabled & inclusive children's services, NVQ centre, welfare benefit/rights support, advocacy, integrated provision for deaf people (adults & young people), equipment service, dial-a-wheelchair, volunteering (all abilities).

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body, Other Charitable Activities
- **What:** Education/training, Disability, The Prevention Or Relief Of Poverty, Economic/community Development/employment, Other Charitable Purposes
- **Who:** Children/young People, Elderly/old People, People With Disabilities, Other Defined Groups

Geography

- **Area of benefit:** "IN PRACTICE" LONDON BOROUGH OF BARKING AND DAGENHAM
- Throughout London

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£3,520,354	£3,653,431	£99,858	131
2024-03-31	£3,713,118	£3,709,508	£232,935	125
2023-03-31	£3,346,001	£3,185,154	£229,325	115
2022-03-31	£2,844,807	£2,920,789	£68,478	92
2021-03-31	£2,672,966	£2,783,714	£144,460	120

Trustees

Name	Role	Appointed
Graham Edwards		2023-03-17
Sangeeta Pindoria		2023-05-25

Accounts

**The Disablement Association of
Barking and Dagenham**

**Report and Financial Statements
for the year ended 31 March 2025**

Company No: 2800290 (England & Wales)
Charity No: 1023730 (England & Wales)

**The Disablement Association of
Barking and Dagenham**

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**The Disablement Association of
Barking and Dagenham**

Legal and Administrative Information

Registered Name The Disablement Association of Barking and Dagenham
(Working name DABD)

Registered Charity Number 1023730

Governing Documentation

The Association is established as a company limited by guarantee and is registered as a charity with the Charity Commission. The affairs of the Association are governed by its memorandum and articles of association, dated 16 March 1993 (amended 25 November 2021).

Charity Trustees and Office Bearers

Anderson Rollock (chair) *Resigned 29/03/2025*
Graham Edwards (acting chair)
Sangeeta Pindoria
Leonce Nina Deugoue

Chief Officers/Company Secretary Elaine James

Company number 2800290

Registered Office Central Office – DABD
Pembroke Gardens
Dagenham
Essex, RM10 7YP

Bankers NatWest
27 High Road
Dagenham
Romford, RM6 6QD

Auditors Moore Kingston Smith LLP
Orbital House
20 Eastern Road
Romford
Essex, RM1 3PJ

Senior Management Team

Chief Executive Officer	Elaine James
Head of Finance	Dawn James
Finance Officer	Lorraine Elvins
Head of Fundraising	Emma Middleton
Welfare Benefits & Financial Independence Lead	Deborah Jacks
Corporate Services Lead	Maureen Clancy
Business Development Lead	John Fagan

**The Disablement Association of
Barking and Dagenham**

A message from Andy Rollock, Ex-Chair of the Board of Trustees

In 2024/25, the UK experienced significant economic challenges, including rising inflation, fluctuating interest rates, and ongoing supply chain disruptions. These factors have created a challenging environment due to the economic climate and an increase in the demand for DABD services.

Our strategic priorities are, and will remain, informed by our purpose: working to improve quality of life for people living with limiting conditions and their families, enabling them to live a life of their choosing.

In this context, the year 2024/25 has been both productive and significant for DABD. The team and trustees have worked collaboratively to refine our strategy further and outline the organisation's future direction. We remain committed to progressing our ambition to become a user-led organisation. We will continue empowering individuals with disabilities to take the lead in shaping services and initiatives that directly impact their lives.

Trustees have experienced the sustainable benefits that come from enabling those with lived experiences of disability to identify needs, advocate for change, and drive innovation. By creating an inclusive governance culture, we can direct the organisational environment so that it remains a place where disabled individuals have a voice and are actively engaged in decision-making processes.

With dwindling resources, Trustees support the executive's recommendations to promote self-advocacy, independence, and community engagement proactively. Our commitment includes providing training, resources, and support to ensure that people with disabilities can effectively lead and influence our organisation.

We aim to accelerate the transition to a future where our services are not only designed for individuals with disabilities but are also led by them, ensuring that their voices are heard and their rights are upheld. Together, we will create a more equitable and accessible society that values the contributions and perspectives of all individuals with disabilities.

While our purpose remains, our operating context continues to evolve. In the year ahead, we will also undertake work focused on improving the culture at DABD Living. Our values play a significant role in shaping our culture, which in turn enables us to deliver on our strategy. They inform the behaviours we should expect of one another, and our families should expect of us, so we must get it right.

Trustees are proud of the great work of the DABD team and would like to thank CEO Elaine James and the Executive Team for their leadership and hard work.

**Graham Edwards
Acting Chair of DABD**

**The Disablement Association of
Barking and Dagenham**

**CEO's Report
for the year ended 31 March 2025**

This year, I am genuinely inspired by the resilience and dedication of the remarkable individuals who have tirelessly worked to support residents. Our efforts have been greatly enhanced by collaboration with partner organisations, allowing us to provide more tailored and practical support to families with children who have additional needs and older people in the communities we serve.

We have made significant strides toward achieving our strategic goals, with a primary focus on offering a comprehensive range of options that empower independence for every family. Our commitment to staff well-being remains a top priority, ensuring that our team has access to physical, emotional, and financial support. Despite the challenging economic climate, the Trustees have pledged to maintain death-in-service benefits and the Employee Assistance Programme, reaffirming our commitment to supporting and valuing our team.

In 2024/25, we integrated the 27 learning points from the ILF review into our rebranding consultation, embedding these agreed principles into our organisation. This initiative will continue into 2026/27, further strengthening our work and creating an ILF legacy. Our priorities will continue to focus on organisational stability, as well as the ongoing development of our staff and service users. The overall aim is to ensure that they have choice and control over their life decisions.

It is essential to recognise and thank our staff throughout the year. This year saw our second staff conference and stakeholder event, where we recognised individuals and teams from across the organisation for the invaluable work they do to transform the lives of so many in a positive way. We were able to share our rebrand plans with our stakeholders and obtain their buy-in for co-designing the DABD as a user-led organisation.

As an organisation serving the needs of vulnerable people, we must be honest and open to sharing best practices, while also learning from our mistakes when things don't go well. We worked hard to reverse the CQC rating and are proud to have been re-rated as a good provider.

We are proud of our learning culture and firmly believe that by reflecting on our mistakes and learning from them, we can grow and improve lives through the services we deliver.

Thank you to all our staff who work together to support one another and strive to ensure that no one faces disability-related challenges alone.

Thank you, Team DABD.

Elaine James

CEO

**The Disablement Association of
Barking and Dagenham**

**Trustees' Report
for the year ended 31 March 2025**

The trustees, who are also directors under company law, present their report and financial statements for the year ended 31 March 2025. The trustees confirm that the financial statements comply with current statutory requirements, the Memorandum and Articles of Association, and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP, applicable to charities preparing their accounts in accordance with FRS 102.

Objectives and activities

At DABD in 24/25, we provided over twenty-nine independence-enabling specialist support services. Referrals to our services come from Local Authorities, Partner Charities, and some services are available by self-referral.

DABD is a local charity that exists to enable inclusion and promote the independence of people with disabilities and older people.

Our teams worked exceptionally hard to support as many service users as possible. By the end of March 2025, overall service delivery was less than 3% behind plan. In that year, we needed to prioritise cases based on the prevention of significant detriment to children, older people, and their families. Our welfare services achieved staggering results, helping families overcome financial exclusion, food poverty, data poverty, and energy inefficiency, while supporting the development of digital skills.

Our vision at DABD is: "enabling independence and inclusion for all."

In 2024/25, we continued to deliver on our overarching objectives, which remain:

1. To focus our resources on our mission to help people overcome social, economic, physical, and emotional barriers to enjoying whole and independent lives
2. To sustain our organisation by ensuring our services are based on quality and safe delivery, supported by a complete cost recovery model.
3. Collaborate with partners to enhance and eliminate barriers to independent and inclusive living.
4. Continue to transform DABD's Pembroke Gardens location into a help hub for Children with Special Educational Needs and Disabilities (SEND)
5. Rebrand to reflect better the communities we support
6. To become a disability user-led organisation

Meeting our 2024/25 objectives

In 24/25, the charity continued to work across four distinct pillars to achieve its objectives

1. Mobility
2. Personal Support Services (Children's and Adult Care)
3. Welfare Support Services
4. Community Development

Income Generation activity is supported by:

The Business Development and Commercial Function Head of Fundraising and Community Engagement
Priorities for income generation and service objectives are reviewed on a weekly and monthly basis by senior leadership teams throughout the year.

Overview of Performance and financial position

The result for the year is a deficit of £ 133,100 (2024: surplus £3,610); income for the year decreased by 5.3% and expenditure decreased by 2%.

DABD continues to strive to extend services to communities and boroughs in east and northeast London and remains keen to collaborate with like-minded organisations and individuals on a broad inclusion agenda to support London's most vulnerable effectively. The Charity maintains close working relationships with local authorities and collaborates on initiatives that increase the choices of individuals, leading to greater independence.

**The Disablement Association of
Barking and Dagenham**

**Trustees' Report
for the year ended 31 March 2025**

Risk Management

A risk register summarises the principal risks facing the charity, graded according to their likelihood and impact, and identifies actions to mitigate them.

Risk management is a standing agenda item at all formal board meetings held once every two months. The principal risks to which the charity is exposed, as identified by the trustees, have been reviewed, and systems have been established to mitigate these risks.

Key areas of risk include staff wellbeing, cybersecurity and data protection, recruitment or failure to recruit, reputation, and the financial impact of any losses related to reputation or existing contracts.

DABD prioritises staff wellbeing and considers the impact on staff of working remotely, as well as the risks associated with isolation and lone working.

DABD has an employee assistance programme to ensure that all staff have access to personalised support depending on their situation, in addition to any support from their team lead/ manager.

In 2024/2025, we developed the proposals for a new Wellbeing Committee to work alongside our established Health and Safety Committee, enhancing staff wellbeing.

Cybersecurity remains a top priority for the organisation. Managing our own and our clients' data is key for DABD. Senior staff meet with our IT provider bi-monthly to review data management and protection, and our CEO regularly reviews any emerging data risk matters with our external Data Protection Officer.

As is the case for almost all small charity organisations, several potential risks could impact the charity's budget. These include the risk of an unforeseen drop in income or unbudgeted increases in expenditure.

In 2024/25, this risk was managed closely. However, it did cause some organisational challenges as mentioned earlier in this report.

Governance

The policy and strategy for the charity are agreed upon by the Board of Trustees, who the Chief Executive Officer and the Head of Finance advise. The board has a collective responsibility for everything we do, including the legal obligation to ensure the charity is appropriately controlled and managed.

In discharging their collective responsibilities, DABD trustees consider and address:

- How they exercise their powers in line with sound governance principles
- How they act in the best interest of the organisation
- How do they maintain financial probity and ensure proper financial management?
- Board diversification (75% disabled people)
- Staff diversification (services designed and delivered by disabled people)
- Succession Planning
- Leadership Development.

Board Meetings

In 24/25, the board held meetings monthly. The requirement is that the board holds six meetings annually. The Trustees have continued to demonstrate their commitment to the charity by meeting monthly and holding informal discussions with the Executive and Leadership Team.

Matters Reserved for Board

There are certain matters that the board reserves to itself through a written schedule. These include approval of the annual plan, budget, and overall strategic direction.

During 2024/25, the board continued to maintain a close watch on a few corporate risks, including:

1. Safeguarding
2. Financial Controls
3. Information security
4. Health and Safety
5. Staff pensions
6. Social Media & Reputational Risks

**The Disablement Association of
Barking and Dagenham**

**Trustees' Report
for the year ended 31 March 2025**

Safeguarding

All DABD Trustees undergo an enhanced level DBS check.

In response to the need for greater care quality and compliance controls, a safeguarding panel has been convened to review concerns raised by customers and staff. The panel liaise with external agencies for advice and to ensure that best practice is embedded. Safeguarding is addressed in Panel meetings and the Staff Wellbeing Committee.

Trustees participate in recruiting senior-level staff with direct safeguarding responsibilities for clients (adults and children), and the CEO has the delegated responsibility for all operational aspects of safeguarding. The CEO supports the PSS Lead and the PSS team in all client safeguarding matters, and staff are trained to the required levels in compliance with the expectations of the CQC and Ofsted. The CEO has responsibilities as the organisation's SIRO and Caldecott Guardian:

The Senior Information Risk Owner (SIRO) is a crucial role responsible for overseeing information risks and ensuring alignment with organisational goals and data protection regulations, such as the UK GDPR. The SIRO works alongside the Data Protection Officer (DPO) and other key roles, such as the Caldicott Guardian, to manage information governance within the organisation.

Financial Controls

The Head of Finance has continued to improve financial controls. The finance team ensures that systems and processes are fully embedded and that financial management is on a cycle of continuous improvement.

Information security

The information security service is outsourced to GCRI Law, which provides DPO support to DABD in all areas of information security.

Health and Safety

DABD has a Health and Safety committee. The health and safety officer, supported by the corporate services lead, is responsible for a process of rolling internal audits and inspections to ensure compliance and RIDDOR reporting. This staff member works with and reports to a small committee representing all areas of the organisation.

Staff Well-being

In recognition of the challenges faced by our staff, DABD has introduced an Employee Assistance Programme. Health Assured, in partnership with DABD, provides all employees with complimentary access to an enhanced Employee Assistance Programme (EAP) to help all achieve this balance.

Staff Pensions

DABD staff are automatically enrolled on our pension scheme, Smart Pension, after three months in post. All staff are actively encouraged to join the scheme, and they can do so from day one if they inform the organisation of their wishes in writing.

Reserves Policy

The Charity Commission's CC19 guidance states: "There is no single level or even a range of reserves that is right for all charities. Any target set by trustees for the level of reserves to be held should reflect the circumstances of the individual charity. To do this, trustees need to understand why the charity should hold reserves. Having identified those needs, trustees should then consider how much should be held to meet them.

The charity reviews its reserves policy annually. Our objective is to maintain free reserves equivalent to six months' operating costs being £1.7m. The charity is focussing on attaining this free reserves policy in 2025/26.

Free reserves are unrestricted funds, excluding fixed assets and defined benefit pensions. They include short-term investment balances, cash, and other working capital balance. The charity has a variety of income streams, which are both long-term and short-term. And, like many charities, some income is uncertain, and there are always income targets that need to be met.

The Board recognises the need for innovation to grow the charity, and should the need arise, spending from the planned reserves will be considered on a case-by-case basis.

**The Disablement Association of
Barking and Dagenham**

**Trustees' Report
for the year ended 31 March 2025**

Going Concern

The charity manages its cash position very carefully, and as always, the 2024/25 budget was developed on a prudent basis. The budget, cash flow, and financial plans are closely monitored, with any unfavourable variances being quickly addressed to ensure the economic viability of the organisation over the longer term.

The trustees have considered the issue of the going concern. They are confident that there are sufficient resources and plans in place to ensure the charity remains a going concern for the twelve months following the signing of these accounts.

Principal Risks and Uncertainties

The principal risks faced by the charity are the failure to secure new grant and trust funding and a reduction in unrestricted income through core grants and donations. The trustees are fully aware of this, and there is a constant drive to find new sources of revenue.

At the exact time, costs are monitored as closely as possible. The Leadership Team review the top risks regularly, and these are presented at every Board of Trustees meeting. Additionally, the Risk Register has been reviewed, and improvements have been made to actions and controls.

Future Development

Due to economic pressures, we will divest several of our buildings in the coming months to redirect funds to frontline service delivery. By doing so, we will be able to provide the necessary support to mitigate the impact of the cost-of-living crisis on our customers, their families, and our staff.

We are working hard to ensure that we get the proper balance and are prepared to manage expectations from our customers who expect value for money, and our staff who require better pay and working conditions to support themselves and their families.

Our focus in 2025/26 is as follows:

Our Programmes

1. To increase our work with families and children with disabilities through the Empowering Parents, Empowering Communities Programme
2. Expand the number of children benefiting from our regular Holiday Activities and Food programme.
3. Expand the short breaks programme in other boroughs.
4. Continue the refurbishment of Pembroke Gardens to become a dedicated resource tailored to the needs of SEND children.
5. Train Travel Trainers for like-minded partner organisations
6. Pilot NHS transport services
7. Explore new ways of collaborating with community organisations in the borough to reach people seriously affected by the cost-of-living crisis and health inequality.
8. Expand existing programmes and projects that support residents to tackle the cost-of-living crisis by accessing welfare benefits and energy support, and to get back to or into work.
9. Improve social care choices.
10. Continue our internal audit processes to maintain our external service accreditations and quality assurance, e.g., Disability Confident, FORS, AQS, and Matrix, as well as CQC Good or above ratings.
11. Provide opportunities to interns
12. Provide placements to students
13. Increase Mobility Provision
14. Expand Community resources to support older children
15. Strengthen Collaborations to Reduce Food Waste
16. Increase children's Respite services

**The Disablement Association of
Barking and Dagenham**

**Trustees' Report
for the year ended 31 March 2025**

17. Increase core services delivery areas:
 - Barking & Dagenham
 - Havering
 - Redbridge
 - Waltham Forest
 - Barnet
 - Lambeth
 - Medway
18. Shape VCS Strategy
19. Collaborate with Minecraft
20. Collaborate with Variety
21. Collaborate with MS Action
22. Collaborate with Green Shoes
23. Support the Development of a VCS SEND network
24. Smart Meter Support
25. Help to Claim Council Tax Support
26. Help to Claim Pension Credit
27. Help with PIP and Universal Credit Applications

DABD, in its rebrand, is creating a culture, underpinned by role-modelling values, and ensuring that DABD is a great place to work.

Quality Standards

Our Quality Standards annual reviews took place this financial year, as did the reinspection of our social care services by the CQC. The rerating is indicated below.

Quality Standards review outcome - retained

Matrix –and all standards Met.

Ofsted – All standards met.

FORS – Bronze - retained

CQC – Good

Auditors

The auditors, Moore Kingston Smith LLP, are deemed to be reappointed under section 487(2) of the Companies Act 2006.

We want to thank our funders, supporters and regulators for their engagement throughout the year:

Approved by order of the board of trustees on 25/9/25 and signed on its behalf by:



.....
Graham Edwards, Acting Chair of trustees

**The Disablement Association of
Barking and Dagenham**

**Statement of Trustee Responsibilities
for the year ended 31 March 2025**

The trustees (who are also the directors of The Disablement Association of Barking and Dagenham for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

In so far as the trustees are aware:

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

**Auditors Report to the Trustees of
The Disablement Association of Barking and Dagenham**

Opinion

We have audited the financial statements of The Disablement Association of Barking and Dagenham for the year ended 31 March 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 'The Financial Reporting Standard Applicable in the UK and Ireland' (United Kingdom Generally Accepted Accounting Practice).

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 2025 and of its surplus for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

Basis of opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs(UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the audit of financial statements section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our unqualified opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

**Auditors Report to the Trustees of
The Disablement Association of Barking and Dagenham (continued)**

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

-
- adequate accounting records have not been kept by the charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we required for our audit.

Responsibilities of directors

As explained more fully in the trustees' responsibilities statement set out on page 17, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the charitable company.

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the charitable company and considered that the most significant are the Companies Act 2006, the Charities Act 2011, the Charity SORP, and UK financial reporting standards as issued by the Financial Reporting Council.
- We obtained an understanding of how the charitable company complies with these requirements by discussions with management and those charged with governance.
- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.
- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.
- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

**Auditors Report to the Trustees of
The Disablement Association of Barking and Dagenham (continued)**

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

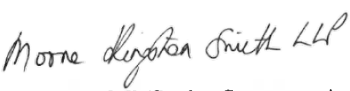
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our Auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our Auditor's report. However, future events or conditions may cause the charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

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 for no purpose other than to draw to the attention of the charitable company's members those matters which we are required to include in an Auditor's report addressed to them. To the fullest extent permitted by law, we do not accept or assume responsibility to any party other than the charitable company and charitable company's members as a body, for our work, for this report, or for the opinions we have formed.

Orbital House
20 Eastern Road
Romford
Essex
RM1 3PJ


Karen Wardell (Senior Statutory Auditor)
For and on behalf of Moore Kingston Smith LLP
Chartered Accountants

Dated: 3 November 2025
.....

**The Disablement Association of
Barking and Dagenham**

**Statement of Financial Activities
for the year ended 31 March 2025**

	Notes	Unrestricted fund £'s	Restricted fund £'s	2025 £'s	2024 £'s
Income					
Donations, Legacies & Similar Income	3	4,119	-	4,119	17,815
Charitable Activities - Objects	4	3,511,820	750	3,512,570	3,691,591
Investment Income	5	3,665	-	3,665	3,712
Total Income		3,519,604	750	3,520,354	3,713,118
Expenditure					
Charitable Activities - Objects	6	2,518,342	11,300	2,529,642	2,591,965
- Administration	7	1,123,789	-	1,123,789	1,117,543
Total Expenditure		3,642,131	11,300	3,653,431	3,709,508
Net (Expenditure)/Income		(122,527)	(10,550)	(133,077)	3,610
Transfer between funds		26,761	(26,761)	-	-
Total Funds Brought Forward		194,651	38,284	232,935	229,325
Total Funds Carried Forward	16	98,885	973	99,858	232,935

The statement of financial activities includes all gains and losses in the year. All income and expenditure derives from continuing activities.

The notes on pages 16-25 form part of these accounts.

**The Disablement Association of
Barking and Dagenham**

**Balance Sheet
for the year ended 31 March 2025**

	Notes	2025 £'s	2024 £'s
Fixed Assets			
Tangible Fixed Assets	10	190,178	125,767
Current Assets			
Debtors	11	308,868	339,757
Cash at bank and in hand		137,365	501,550
		<u>446,233</u>	<u>841,307</u>
Creditors: amounts falling due within one year	12	<u>(387,291)</u>	<u>(552,172)</u>
Net current assets		58,942	289,135
Creditors: amounts falling due after more than one year	13	<u>(149,262)</u>	<u>(181,967)</u>
Net Assets		<u>99,858</u>	<u>232,935</u>
Represented by:			
Restricted funds		973	38,284
Unrestricted funds		98,885	194,651
Funds of the Charity	16	<u>99,858</u>	<u>232,935</u>

These accounts are prepared in accordance with the Charity SORP (FRS102) and the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

The trustees acknowledge their responsibilities for complying with the requirement of the Companies Act with respect to accounting records and the preparation of financial statements.

Approved by the board of trustees on 25/9/25 and signed on behalf.

G Edwards

.....
Graham Edwards (Acting Chair of Trustees)

Company no.: 2800290

The notes on pages 16-25 form part of these accounts.

**The Disablement Association of
Barking and Dagenham**

**Statement of Cash flows
for the year ended 31 March 2025**

	2025 £	2024 £
Cashflow from operating activities:		
Net cash (used in)/from operating activities	(257,641)	269,126
Cashflow from investing activities		
Investment income	3,665	3,712
Acquisition of tangible fixed asset	(92,248)	(92,968)
Disposal proceeds on sale of tangible fixed asset	2,160	-
Cash provided from investment activities	<u>(86,423)</u>	<u>(89,256)</u>
Cashflow from financing activities		
Proceeds from bank loan	-	206,000
Repayment of bank loan	(20,121)	-
Change in cash or cash equivalents	(364,185)	385,870
Cash at 01/04/2024	501,550	115,680
Cash and cash equivalents at 31/03/2025	<u>137,365</u>	<u>501,550</u>

Analysis of changes in net debt

	1 April 2024 £	Cash flows £	31 March 2025 £
Cash at bank	501,550	(364,185)	137,365
Bank loans (note 12 and 13)	(206,000)	20,121	(185,879)
Cash and cash equivalents	<u>295,550</u>	<u>(344,064)</u>	<u>(48,514)</u>

Reconciliation of net cash from operating activities

	2025	2024
Net (expenditure)/income	(133,077)	3,610
Interest received	(3,665)	(3,712)
Loss on fixed asset disposals	2,546	-
Decrease in debtors	30,889	220,779
(Decrease)/increase in creditors	(177,465)	30,428
Depreciation	23,131	18,021
Net (used in)/cash from operating activities	<u>(257,641)</u>	<u>269,126</u>

The notes on pages 16-25 form part of these accounts.

**The Disablement Association of
Barking and Dagenham**

**Notes to the Financial Statements
for the year ended 31 March 2025**

1. ACCOUNTING POLICIES

The Disablement Association of Barking and Dagenham is a private company limited by guarantee domiciled and incorporated in England and Wales. The registered office is Pembroke Gardens, Dagenham, Essex RM10 7YP.

Basis of accounting

The financial statements have been prepared under the historical cost convention and in accordance with the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland effective 1 January 2015 (The FRS 102 Charities SORP), the Companies Act 2006 and Charities Act 2011.

The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest pound.

The Trustees confirm that the Charity meets the definition of a public benefit entity under FRS 102.

Income

Voluntary income, grants and donations are included in income when they are receivable, except when the donors' conditions have not been fulfilled, and then the income is deferred.

The income from fundraising ventures is shown gross, with the associated costs included in fundraising costs.

The charity receives the benefit of work carried out by volunteers and receives the use of facilities and equipment without charge. No value is placed on these gifts in kind within the accounts.

Expenditure

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Individual assets costing £500 or more are capitalised at cost.

Depreciation is provided on all tangible fixed assets at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings	- 25% straight line
Motor vehicles	- 10% reducing balance
Equipment	- 25% straight line

Taxation

The charity is exempt from corporation tax on its charitable activities.

Volunteer help

The Trust receives support from a wide variety of volunteers. It is not practical to place a value on the time volunteered by all these persons, due to the variety of duties performed, the differences in time spent, and the sheer number of volunteers who gave of their time.

Pension costs

The Trust operates a defined contribution scheme for the benefit of some of its employees. The costs of the defined contributions are written off against incoming resources in the year they are payable. The assets of the scheme are held separately from the Trust in independently administered funds. The majority of the employees are members of a money purchase policy, which was set up to meet the government's requirements regarding pension provisions for all staff. Contributions to the policy made on behalf of employees are also charged against incoming resources in the year they are paid.

**The Disablement Association of
Barking and Dagenham**

**Notes to the Financial Statements
for the year ended 31 March 2025**

1. ACCOUNTING POLICIES (CONTINUED)

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Going concern

The charity had net expenditure of £133,077 (2024: net income of £3,610) during the year ended 31 March 2025 and, at that date, the charity's unrestricted reserves had reduced to £98,885 (2024: £194,651). These results for the year to 31 March 2025 are a direct result of the effects of the lift of all restrictions previously hindering the charity's operations. Forecast and budgeted results and cash flows for the next 12 month period are positive and at the time of approving these financial statements the trustees have a reasonable expectation the charity can continue in operational existence for a period of at least 12 months from the date of signing these financial statements.

The charity therefore continues to adopt the going concern basis in preparing its financial statements.

Financial assets and liabilities

The charitable company only has basic financial instruments.

Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks and other short-term liquid investments with original maturities of three months or less.

Government grants

Government grants are recognised at the fair value of the asset received or receivable when there is reasonable assurance that the grant conditions will be met and the grants will be received.

A grant that specifies performance conditions is recognised in income when the performance conditions are met. Where a grant does not specify performance conditions it is recognised in income when the proceeds are received or receivable. A grant received before the recognition criteria are satisfied is recognised as a liability.

2. CRITICAL ACCOUNTING ESTIMATES AND JUDGEMENTS

In the application of the charitable company's accounting policies, the trustees are required to make judgments, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised, if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

Key sources of estimation uncertainty

Useful economic lives of tangible fixed assets

The annual depreciation charge for tangible fixed assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets. See note 10 for the carrying amount of the tangible fixed assets and note 1 for the useful economic lives for each class of asset.

**The Disablement Association of
Barking and Dagenham**

**Notes to the Financial Statements
for the year ended 31 March 2025**

3. DONATIONS, LEGACIES AND SIMILAR INCOME

	2025	2024
	£'s	£'s
Donations	4,119	17,815
	<u>4,119</u>	<u>17,815</u>

4. INCOME FROM CHARITABLE ACTIVITIES - OBJECTS

	2025	2024
	£'s	£'s
Golden Years	-	5,000
Transport Services	2,473,811	2,185,402
Welfare Benefits	448,701	338,812
Havering ESS	-	60,664
Personalisation & Personal Care Services	298,942	868,298
Travel Training	34,000	17,316
Core and Other Income	20,290	168,849
Community Development	236,076	-
Pembroke Gardens	750	47,250
	<u>3,512,570</u>	<u>3,691,591</u>

The above income includes £750 (2024: £47,250) which relates to restricted funds for Pembroke Gardens.

**The Disablement Association of
Barking and Dagenham**

**Notes to the Financial Statements
for the year ended 31 March 2025**

5. INVESTMENT INCOME

	2025	2024
	£'s	£'s
Interest received	3,665	3,712
	<u>3,665</u>	<u>3,712</u>

6. EXPENDITURE ON CHARITABLE ACTIVITIES - OBJECTS

	2025	2024
	£'s	£'s
Transport Services	2,022,868	1,818,190
Welfare Benefits	161,274	174,674
Community Development	81,812	-
Pembroke Gardens	11,300	56,192
Personalisation & Personal Care Services	230,505	530,270
Travel Training	21,883	12,639
	<u>2,529,642</u>	<u>2,591,965</u>

The above expenditure includes £11,300 (2024: £56,192) which relates to restricted funds for Pembroke Gardens.

All of the above expenditure relates to direct costs of the charity and staff costs have been allocated to the individual charitable activities.

7. CHARITABLE ACTIVITIES - ADMINISTRATION

	2025	2024
	£'s	£'s
Sales and office costs	1,108,789	1,103,743
Audit Fee	15,000	13,800
	<u>1,123,789</u>	<u>1,117,543</u>

The above expenditure includes £nil (2024: £nil) which relates to restricted funds.

**The Disablement Association of
Barking and Dagenham**

**Notes to the Financial Statements
for the year ended 31 March 2025**

8. NET INCOME/(EXPENDITURE)

Net income/(expenditure) for the year is stated after charging:	2025	2024
	£'s	£'s
Depreciation	23,131	18,021
Audit fees	13,250	12,500
Non audit fees paid to the company's auditor	4,222	2,580
Operating lease charges	551,214	458,010

9. STAFF COSTS

No remuneration was paid to trustees in the year. During the year one employee (2024: one) earned between £60,000 and £70,000 per annum. During the year no employees (2024: one) earned between £70,000 and £80,000 per annum. During the year one employee (2024: one) earned between £80,000 and £90,000 per annum.

Remuneration of the Charity's key management personnel in the year was £403,641 (2024: £328,011).

	2025	2024
	£'s	£'s
Wages and salaries	2,044,750	2,066,218
Social Security	163,532	160,183
Pension	46,827	50,309
	2,255,109	2,276,710

	2025	2024
No of employees by functions:		
Welfare Benefits	6	8
Personal Care Services & Travel Training	48	52
Corporate Services	13	14
Mobility Services	59	54
Community development	5	-
	131	128

**The Disablement Association of
Barking and Dagenham**

**Notes to the Financial Statements
for the year ended 31 March 2025**

10. TANGIBLE FIXED ASSETS

Cost	Equipment £'s	Vehicles £'s	Total £'s
At 01/04/2024	89,248	333,714	422,962
Additions	2,978	89,270	92,248
Disposals	-	(35,000)	(35,000)
	<u>92,226</u>	<u>387,984</u>	<u>480,210</u>
Depreciation			
At 01/04/2024	82,740	214,455	297,195
Charge in year	3,407	19,724	23,131
Eliminated on disposal	-	(30,294)	(30,294)
	<u>86,147</u>	<u>203,885</u>	<u>290,032</u>
As at 31/03/2025	6,079	184,099	190,178
As at 31/03/2024	6,508	119,259	125,767

11. DEBTORS

	2025 £'s	2024 £'s
Trade debtors	257,158	180,439
Prepayments and accrued income	51,700	159,181
Other debtors	10	137
	<u>308,868</u>	<u>339,757</u>

**The Disablement Association of
Barking and Dagenham**

**Notes to the Financial Statements
for the year ended 31 March 2025**

12. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 £'s	2024 £'s
Bank loans and overdrafts	36,617	24,033
Trade creditors	105,902	150,382
Accruals	58,309	100,718
Deferred grants	76,358	133,895
Other taxes and social security costs	48,294	58,774
Conduit funds (note 15)	57,750	81,820
Other creditors	4,061	2,550
	<u>387,291</u>	<u>552,172</u>

Deferred Grants	At 1st April 2024 £'s	Released in the year £'s	Deferred in the year £'s	At 31st March 2025 £'s
HAF income (1)	8,603	(8,603)	8,611	8,611
LBBB Young Carers Income	62,933	(62,933)	-	-
LBBB Benefits Cap	6,909	(6,909)	-	-
LBBB Advocacy (2)	-	-	27,637	27,637
LBBB Localities Lead	9,336	(9,336)	-	-
Children in Need (3)	-	-	9,000	9,000
Golden Years Trip (4)	-	-	1,110	1,110
LBBB PIP Officer Support Income	10,614	(10,614)	-	-
LBBB Eligibility Project	5,500	(5,500)	-	-
Cadent Income (5)	30,000	(30,000)	30,000	30,000
Total	<u>133,895</u>	<u>(133,895)</u>	<u>76,358</u>	<u>76,358</u>

Income has been deferred due to:

- 1) HAF income - relates to the HAF easter program run in April 2025.
- 2) LBBB Advocacy – this is for advocacy services running from Aug-24 to Jul-25.
- 3) Children in Need – this is for the BBC Youth Club run in April 2025
- 4) Golden Years Trip – relates to trip taking place in May to June 2025
- 5) Cadent Income – relates to home efficiency support income for Jan to Jun-25.

**The Disablement Association of
Barking and Dagenham**

**Notes to the Financial Statements
for the year ended 31 March 2025**

13. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	2025 £'s	2024 £'s
Bank loans and overdrafts	149,262	181,967
	<u>149,262</u>	<u>181,967</u>

14. OPERATING LEASE COMMITMENTS

At the reporting end date the charity had outstanding commitments for future minimum lease agreements under non-cancellable operating leases, which fall due as follows:

	2025 £'s	2024 £'s
Due within 1 year	480,231	82,200
Due between 2 and 5 years	84,246	104,196
Due after 5 years	-	1,950
	<u>564,477</u>	<u>188,346</u>

15. CONDUIT FUNDS

DABD administrates funds on behalf of The London Borough of Havering and The London Borough of Barking & Dagenham and this activity is recognised in the accounts as conduit funds. The beneficiaries of the funds are determined by The London Borough of Havering and The London Borough of Barking & Dagenham. The movement in conduit funds during the year are as follows:

	The London Borough of Barking & Dagenham £'s	The London Borough of Havering £'s	2025 £'s	2024 £'s
Balance brought forward	59,750	22,070	81,820	35,753
Funds received	-	-	-	932,000
Funds disbursed	(6,000)	(22,070)	(28,070)	(885,933)
Balance carried forward	<u>53,750</u>	<u>-</u>	<u>53,750</u>	<u>81,820</u>

**The Disablement Association of
Barking and Dagenham**

**Notes to the Financial Statements
for the year ended 31 March 2025**

16. MOVEMENT IN FUNDS

2025	At 1st April 2024 £'s	Income £'s	Expenditure £'s	Transfers £'s	At 31st March 2025 £'s
Unrestricted Funds	194,651	3,519,604	(3,642,131)	26,761	98,885
Restricted Funds - Golden Years	6,254	-	-	(6,254)	-
Restricted Funds- Kickstarters	20,507	-	-	(20,507)	-
Restricted Funds - Pembroke Gardens	11,523	750	(11,300)	-	973
	<u>232,935</u>	<u>3,520,354</u>	<u>(3,653,431)</u>	<u>-</u>	<u>99,858</u>
2024	At 1st April 2023 £'s	Income £'s	Expenditure £'s	Transfers £'s	At 31st March 2024 £'s
Unrestricted Funds	182,099	3,665,868	(3,653,316)	-	194,651
Restricted Funds - Golden Years	6,254	-	-	-	6,254
Restricted Funds - Kickstarters	20,507	-	-	-	20,507
Restricted Funds - Pembroke Gardens	20,465	47,250	(56,192)	-	11,523
	<u>229,325</u>	<u>3,713,118</u>	<u>(3,709,508)</u>	<u>-</u>	<u>232,935</u>

Golden Years

The Pat Gillam 'Golden Years' Legacy. Enabling independence by reducing isolation.

Kickstarters

Funding provided to create new jobs for 16 to 24 year olds on universal credit.

Pembroke Gardens

This is for costs towards the refurbishment of the weekend/evening club for children and young people with disabilities.

17. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Restricted funds £	Unrestricted funds £	Total £
Fund balances at 31 March 2025 are represented by:			
Tangible fixed assets	-	190,178	190,178
Debtors	-	308,868	308,868
Cash at bank and in hand	973	136,392	137,365
Creditors due in one year	-	(387,291)	(387,291)
Creditors due after one year	-	(149,262)	(149,262)
	<u>973</u>	<u>98,885</u>	<u>99,858</u>

**The Disablement Association of
Barking and Dagenham**

**Notes to the Financial Statements
for the year ended 31 March 2025**

17. ANALYSIS OF NET ASSETS BETWEEN FUNDS (CONTINUED)

	Restricted funds	Unrestricted funds	Total
	£	£	£
Fund balances at 31 March 2024 are represented by:			
Tangible fixed assets	-	125,767	125,767
Debtors	-	339,757	339,757
Cash at bank and in hand	38,284	463,266	501,550
Creditors due in one year	-	(552,172)	(552,172)
Creditors due after one year	-	(181,967)	(181,967)
	<u>38,284</u>	<u>194,651</u>	<u>232,935</u>

18. RELATED PARTY TRANSACTIONS

There were no related party transactions during the year.

19. COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £'s	Restricted fund £'s	2024 £'s
Income			
Donations, Legacies & Similar Income	17,815	-	17,815
Charitable Activities - Objects	3,644,341	47,250	3,691,591
Investment Income	3,712	-	3,712
Total Income	<u>3,665,868</u>	<u>47,250</u>	<u>3,713,118</u>
Expenditure			
Charitable Activities - Objects	2,535,773	56,192	2,591,965
- Administration	1,117,543	-	1,117,543
Total Expenditure	<u>3,653,316</u>	<u>56,192</u>	<u>3,709,508</u>
Net Income/(Expenditure)	12,552	(8,942)	3,610
Transfer between funds	-	-	-
Total Funds Brought Forward	<u>182,099</u>	<u>47,226</u>	<u>229,325</u>
Total Funds Carried Forward	<u>194,651</u>	<u>38,284</u>	<u>232,935</u>

Accounts

**The Disablement Association of
Barking and Dagenham**

**Report and Financial Statements
for the year ended 31 March 2024**

Company No: 2800290 (England & Wales)
Charity No: 1023730 (England & Wales)

**The Disablement Association of
Barking and Dagenham**

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**The Disablement Association of
Barking and Dagenham**

Legal and Administrative Information

Registered Name The Disablement Association of Barking and Dagenham
(Working name DABD)

Registered Charity Number 1023730

Governing Documentation

The Association is established as a company limited by guarantee and is registered as a charity with the Charity Commission. The affairs of the Association are governed by its memorandum and articles of association, dated 16 March 1993 (amended 15 March 1996).

Charity Trustees and Office Bearers

Anderson Rollock (chair)

Graham Edwards

Sangeeta Pindoria *Appointed 25/05/23*

Leonce Nina *Appointed 25/05/23*

Chief Officers/Company Secretary Elaine James

Company number 2800290

Registered Office Central Office – DABD
Pembroke Gardens
Dagenham
Essex, RM10 7YP

Bankers NatWest
27 High Road
Dagenham
Romford, RM6 6QD

Auditors Moore Kingston Smith LLP
Orbital House
20 Eastern Road
Romford
Essex, RM1 3PJ

Senior Management Team

Chief Executive Officer	Elaine James
Head of Finance	Dawn James
Finance Officer	Lorraine Elvins
Head of Fundraising	Emma Middleton
Mobility Lead	Brian Hunter
Welfare Benefits & Financial Independence Lead	Deborah Jacks
Corporate Services Lead	Maureen Clancy
Business Development Lead	John Fagan
Personal Support Services Lead	Theo Nwosa

**The Disablement Association of
Barking and Dagenham**

Chair's Report for the period April 2023 to March 2024

The 2023/24 year was incredible, marked by both endings and new beginnings. I have continued to oversee the remarkable work of a dedicated team that remains unwavering in prioritising residents' needs. As I have learned more about our organisation and how they address every layer of support needed by residents in the community, I am struck by the real need for services to support disabled people and their families across a broad spectrum of complex issues.

Thousands of people look to us each year for the information and support we offer to people living with life-limiting conditions.

I want to express my heartfelt gratitude to the staff and clients at the independent living facility for being part of an Independent Living Fund legacy project. The project was transferred to a new provider this year in April 2024, almost a decade after the closure of the Independent Living Fund in June 2015.

The Board would like to thank Paula Cutler, who led the hard work of the HR team; Paula handled the transfer with professionalism and care while ensuring that the dignity of staff and clients was preserved.

The DABD care team diligently cared for the needs of residents in their homes for many years. In December, I had the privilege of spending time with the team and residents at the London Stadium. I was deeply moved as I observed client interactions that radiated reciprocal care, connection, trust, belonging, and empowerment.

We operate in the London boroughs of Barking, Dagenham, Havering, Redbridge, Newham, and Waltham Forest and collaborate with other authorities across London.

I want to thank my fellow trustees and the senior leadership team for their hard work in setting the charity's future direction.

**Anderson Rollock
Chair of DABD**

**The Disablement Association of
Barking and Dagenham**

CEO's Report

This year, I want to spotlight the great people who have joined us and the organisations who have worked with us to make us better for the people we serve. We have made great strides towards meeting the aims of our strategy and our overarching goal of providing a menu of care and support options to every family that needs it.

Key developments included an increase in the number of virtual advice surgeries and appointments through the support of our We Are group contract, leading to a significant expansion of the reach of our Welfare Services from relatively local to national.

Virtual Advice Surgeries offer the best possible advice and support to the increasing number of families facing barriers in accessing disability services and support in the UK – many of whom struggle to know where to turn and are left feeling exhausted, overwhelmed and alone.

We have delivered on our aim to support staff well-being, and we successfully appointed a staff well-being officer and introduced the death-in-service benefits to staff

I find myself revisiting the principles of the Independent Living Fund (ILF) as June 2025 marks ten years since its closure. As we rebrand our organisation, we will embed ILF principles into the refreshed organisation.

In 2024/25, we will use the 27 learning points from the ILF review as part of our rebrand consultation and embed the adopted agreed principles into the rebranded organisation, thereby creating a further ILF legacy project.

The sector and our organisation continue to experience challenges, and we are proud to have the support of great staff who have worked hard to deliver on our vision to enable independence and inclusion for all.

We can only do what we do. By working together, we can make this vision a reality, and we are truly grateful to our supporters, donors, partners, volunteers, and, of course, our fantastic staff team for everything they do to make this happen. Together, we can ensure no one has to face disability-related challenges alone.

Thank you team DABD

Elaine James
CEO

**The Disablement Association of
Barking and Dagenham**

**Trustees' Report
for the year ended 31 March 2024**

The Trustees present their report incorporating the strategic report set out in company law included in the audited financial statements for the year ended March 2023. The report provides an organisational summary highlighting the charity's key challenges and the obstacles which may have hindered the achievement of our key objectives as well as the actual performance of the charity over the past year.

The trustees, who are also directors under company law, present their report and financial statements for the year ended 31 March 2024.

The trustees confirm that the financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice – Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts with FRS 102.

Objectives and activities

DABD is a local charity that exists to enable inclusion and promote the independence of disabled and elderly people.

Our vision at DABD is centres on: "enabling independence and inclusion for all."

In 2023/24 we continue to deliver on objectives which were

1. To focus our resources on our mission to help people overcome social, economic, physical, and emotional barriers to enjoying full and independent lives
2. To sustain our organisation by ensuring our services are based on a full cost recovery model.
3. Work with partners to improve and remove the barriers to independent and inclusive living
4. Continue to transform DABD's Pembroke Gardens location into a help hub for Children with Special Educational Needs and Disabilities
5. Rebrand to better reflect the communities we support

Meeting our 2023/24 objectives

In 23/24 the charity worked across four distinct pillars to achieve its objectives

1. Mobility
2. Personal Support Services (Children's and Adults Care)
3. Welfare support Services
4. Community Development

Income Generation activity is supported by:

The Business Development and Commercial Function Head of Fundraising and Community Engagement
Priorities for income generation and service objectives are reviewed weekly and monthly by senior leadership teams throughout the year. Our Quality Standards were reviewed and rerated in 23/24 as indicated below

Quality Standards reviewed in 2023/24

Advice Quality Standard was retained

Matrix – was reviewed, and all standards Met.

Ofsted – anticipated Quarter 1 2024

FORS - Bronze

CQC – Rating Inadequate

Throughout the year, DABD has continued to focus on resources to improve staff wellbeing through the appointment of a staff wellbeing officer, regular features in Aspire DABD's monthly staff newsletter, CEO virtual coffee, and catch-up sessions. All staff are invited to attend recognition. Staff recognition for teams and individuals occurs throughout the year and at the AGM.

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Overview of Performance and financial position

The result for the year is a surplus of £3.6K; turnover for the year increased by 11%.

Operating costs increased by 15%.

DABD continues to strive to extend services to communities and boroughs in east and northeast London and remains keen to collaborate with likeminded organisations and individuals on a wide inclusion agenda to support London's most vulnerable effectively. The Charity maintains close working relationships with local authorities and collaborates on initiatives that increase the choices of individuals leading to greater independence.

Risk Management

A risk register summarises the principal risks facing the charity graded according to their likelihood and impact and identifies actions to mitigate them.

Risk management is a standing agenda item at all formal board meetings held once every two months. Principal risks to which the charity is exposed as identified by the trustees have been reviewed and systems established to mitigate the risks.

Key areas of risk are linked to staff wellbeing, cybersecurity and data protection, recruitment and reputation and the financial impact of any losses linked to reputation or existing contracts.

To address these DABD has the following in place.

The organisation makes it a priority to manage staff wellbeing and considers the impact on staff of working remotely together with the risks of isolation and lone working. DABD has an employee assistance programme to ensure that all staff have access to personalised support depending on their individual situation in addition to any support from their team lead/ manager.

In 23/24 there are plans to introduce a new wellbeing committee to work alongside our established Health and Safety Committee to enhance staff wellbeing.

Post pandemic there is an even greater need to ensure robust recruitment processes are embedded across the organisation to guarantee that vulnerable service users receive the right level of support and that teams work together to create a positive work culture.

Cyber security remains a top priority for the organisation. Managing our own and our clients' data is key for DABD. Senior staff meet our IT provider bi-monthly to continuously review data management and protection and our CEO regularly reviews any emerging data risk matters with our external Data Protection Officer

As is the case for almost all small charity organisations, there are several potential risks that could have an impact on the charity's budget. These include the risk of an unforeseen drop in income or unbudgeted increases in expenditure.

In 2022/23 this risk was managed closely. However, it did cause some organisational challenges as mentioned earlier in this report.

Governance

Policy and strategy for the charity are agreed by the Board of trustees who are advised by the Chief Executive Officer and the Head of Finance. The board has collective responsibility for everything we do, including the legal responsibility to ensure the charity is controlled and managed correctly.

In discharging their collective responsibilities DABD trustees:

- Exercise their powers in line with good governance principles
- Act in the best interest of the organisation
- Maintain financial probity and ensure proper financial management.

Board Meetings

In 23/24 the board held met monthly. Usually, the board would meet six times a year; however, due to the CQC result, trustees have held additional meetings to ensure that safety quality and compliance standards are attained.

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Matters Reserved for Board

There are certain matters that the board reserves to itself through a written schedule. These include approval of the annual plan, budget, and overall strategic direction.

During 2023/24 the board continued to maintain a close watch on a few corporate risks, including:

1. Safeguarding
2. Financial Controls
3. Information security
4. Health and Safety
5. Staff pensions

Covid 19 was removed as a corporate risk in 2022/23. It remained an operational risk within certain departments of the organisation.

Safeguarding

Trustees receive human resource reports at their meetings and continue to require all DABD staff to be DBS checked. Trustees undergo an enhanced level DBS check.

In response to the need for greater care quality and compliance controls, a safeguarding panel has been convened to review concerns raised by customers and staff. The panel liaise with external agencies for advice and to ensure that best practice is embedded

Trustees participate in recruiting senior-level staff with direct safeguarding responsibilities for clients (adults and children), and the CEO has the delegated responsibility for all operational aspects of safeguarding. The CEO supports the PSS Lead and the PSS team on all client safeguarding, and staff are trained in safeguarding to levels in compliance with expectations of CQC, and Ofsted.

Financial Controls

The Head of Finance has continued to improve financial controls. The finance team ensures that systems and processes are fully embedded, and that financial management is on a cycle of continuous improvement.

Information security

The information security service is outsourced to GCRI Law; the service provides DPO support to DABD on all areas of information security

Health and Safety

DABD has a health and Safety committee. The health and safety officer, supported by the corporate services lead, is responsible for a process of rolling internal audits and inspections to ensure compliance and RIDDOR reporting. This staff member works with and reports to a small committee representing all areas of the organisation.

Staff Well-being

In recognition of the challenges faced by our staff, DABD has introduced an Employee Assistance Programme.

Health Assured, in partnership with DABD, provides all employees with complimentary access to an enhanced Employee Assistance Programme (EAP) to assist you in achieving this balance.

Services Available

Health Assured offers cover for you and your immediate family members*, 24 hours a day, 7 days a week, 365 days a year:

- Life support: Unlimited access to counselling for emotional problems and a pathway to structured telephone counselling or face-to-face counselling sessions (employees only) at your convenience.
- Legal information: For any issues that cause anxiety or distress including debt management, accountancy, lawsuits, consumer disputes, property or neighbour legalities (employees only).
- Bereavement support: Health Assured offers qualified and experienced counsellors who can help with grief and related stress plus a team of legal advisors to help with legal issues.
- Medical information: Qualified nurses are on hand to offer advice on a range of medical or health related issues. They can't diagnose but can offer a sympathetic ear and practical information and advice.

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- CBT online: We recognise the value of self-help tools in dealing with a range of issues, which is why we have a range of CBT self-help modules, informative factsheets and invaluable advice videos from leading qualified counsellors.

Staff Pensions

DABD staff are automatically enrolled into our pension scheme, Smart Pension, after three months in post. All staff are actively encouraged to join the scheme, and they can do so from day one if they inform the organisation of their wishes in writing.

Reserves Policy

The Charity Commission's CC19 guidance states: "There is no single level or even a range of reserves that is right for all charities. Any target set by trustees for the level of reserves to be held should reflect the particular circumstances of the individual charity. To do this, trustees need to know why the charity should hold reserves and, having identified those needs, the trustees should consider how much should be held to meet them."

The charity reviews its reserves policy annually. Our objective is to be able to hold free reserves equal to six months' operating costs.

Free reserves are unrestricted funds excluding fixed assets and defined benefit pensions. They include short-term investment balances, cash, and other working capital balances.

Future Development

Our rebrand is a key focus of our future development. In quarter 2 of 2024, we will discuss our new strategy with collaborative partners. We also aim to grow our advocacy and travel training provision across London.

In the coming months, we will continue to manage the impact of the cost-of-living crisis on our customers, their families, and our staff. Inflation is a pressing reality for our customers and staff. We know that our customers want value for money, and our staff need better pay and conditions to support themselves and their families. We will work hard to ensure that we balance economically advantageous costs with pay and conditions.

Our focus in 2024/25 is as follows:

Governance

- Invest in fundraising to raise increased unrestricted capital funds.
- Board diversification (75% disabled people)
- Staff diversification (services designed and delivered by disabled people)
- Succession Planning
- Leadership Development

Our Programmes

- To increase our work with families and children with disabilities through the Empowering Parents Empowering Communities Programme
- Expand the number of children benefitting from our regular Holiday Activities and Food programme.
- Expand short breaks programme in other boroughs
- Continue the refurbishment of Pembroke Gardens to become a dedicated resource tailored to the needs of SEND children.
- Train Travel Trainers for likeminded partner organisations
- Pilot NHS transport services
- Explore new ways of collaborating with community organisations in the borough to reach people seriously affected by the cost-of-living crisis and health inequality.
- Expand existing programmes and projects that support residents tackle the cost-of-living crisis by accessing welfare benefits and energy support and to get back to or into work.
- Improve social care choices
- Continue our internal audit processes to maintain our external service accreditations and quality assurance e.g., Disability Confident, FORS, AQS and Matrix.
- Provide opportunities to interns
- Provide placements to students

As ever, we want to ensure that DABD is a great place to work.

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Departmental Reports:

**Corporate Services
Overview**

The division provides support in the following areas

- Administrative support to all Divisions
- Health & Safety
- IT Equipment
- Estates Maintenance
- Auditing of Division Services
- Ordering of stationary/cleaning products
- Quality Assurance

The Corporate Services Lead performs various functions, including administrative support but is primarily responsible and focuses on consistency, risk, quality and compliance functions.

Corporate Services collaborate with all Divisional Leads to ensure that compliance standards are upheld, and is also responsible for ensuring that employees conform to DABD's policies and procedures from an operations and service perspective.

The Corporate Services Lead acts as a contact point between various departments and the general public as necessary to manage the day-to-day resolution of inquiries and concerns.

DABD Health & Safety

Overview

- Reinforce the Health and Safety message to all staff
- Complete annual review of Health and Safety
- Carry out weekly/monthly Health and Safety inspections of all branches
- Complete Health and Safety Induction training for new staff
- Carry out Annual Review of Fire Risk Assessments
- Carry out Annual Review of service Risk Assessments
- Review and update branch Health and Safety signage
- Complete Display Screen Equipment (DSE) checklists for new, relocated and staff working from home
- Maintain databases for Accident/Incident Reports
- Organise Health and Safety Training for staff where required
- Hold bi monthly Health and Safety sub committee meetings with representatives from each branch
- Compliance with regular servicing/maintenance of building equipment such as fire extinguishers, gas boilers, electrical installations

The primary goal of the health and safety team is to create and maintain a safe and healthy environment for people to work in. The Team have actively worked to achieve this by implementing measures to prevent accidents and injuries and by promoting awareness of potential hazards and best practices.

During the last year the Health and Safety Team have worked hard to complete the recommendations raised by the external Health and Safety Consultant.

The Health and Safety Team are also in the process of updating the BrightSafe software with H&S tasks that will enable the team to track upcoming safety tasks in a timely manner.

Business Development & Commercial

Overview

OVERVIEW

The role of Business Development & Commercial (BD&C) Lead has been established since March 2020 to support the charity in delivering successful outcomes around our financial, strategic growth and development objectives. Leading to new business development opportunities (principally via new/extended contracts and grant funding) and working with the other divisional leads, Head of Finance & CEO to support the charity to fulfil its strategic plan and meets its budgetary objectives.

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On a day-to-day level, this manifests itself into three principal areas of activity:

- Research, prepare and submit grant funding applications to support organisational stability & future growth of the charity.
- Working with the divisional leads to extend or secure new business contracts for the charity.
- Creating, developing, and actively participating in partnerships and collaborations with organisations that mirror the vision & values of the charity.

Across the period of this report, the BD&C function has focussed on the following key areas:

GRANT FUNDING

Between April 2023 and March 2024, DABD secured new contract & grant funding of c.£2,234,879 from several trusts, foundations, funding bodies, organisations and local authorities including B&Q Community Fund, Cadent, Clarion Futures Digital, Felix project, Groundwork, Maximus UK, Mayors Fund for London, National Lottery Community Fund, Neighbourly, Royal Sun Alliance, Sainsburys, Screw Fix Foundation, Tesco, TfL, Ufi – VocTech and the Variety Children's Charity (Sunshine Coach).

During this period, we have also built a healthy pipeline of pending applications totalling c. £330,769. By the nature of the grant funding and local authority procurement process, we know that not all these applications will be successful.

However, our application pipeline is extremely healthy, steadily building week on week and will continue to grow into the new fiscal year and beyond.

CONTRACTS

Across the past twelve months, we have once again focussed heavily on retaining and developing new contractual income streams with local authorities, commissioners and organisations that are more aligned with the strategic aims of our charity.

Our working relationships with all the local boroughs have strengthened significantly as we have secured several new contracts with the London Boroughs of Barking & Dagenham, Havering, Redbridge, and Waltham Forest.

PARTNERSHIPS AND COLLABORATIONS

As in previous years, much of our effort has been focussed on identifying, developing & maintaining new & existing partnerships and collaborations, that mirror with the vision and values of our charity.

Despite the communication challenges that the pandemic brought to our door. We have continued to lead, support, facilitate and participate within several borough wide and other local authority steering groups, projects, and new initiatives.

Personal Support Services (PSS)

1. Independent Travel Training

DABD's Independent Travel Training programme helps young people with disabilities, special educational needs (SEN) or additional needs, to develop coping strategies, road, and personal safety skills so that they can make the journey to their place of education independently. This could be by walking or using the bus, train or tube or a combination of several transport modes.

In 2023/2024 programmes continued in the London Boroughs of Havering and Waltham Forest.

DABD supported a total of eighteen children from these boroughs.

For example, a student who was supposed to train with us was repeatedly suspended from school which meant he could not get going with DABD's travel training. However, once he got onto the programme and began working with his travel trainer, he started to enjoy making the journey to and from school and to feel calmer and more confident about going to and being in school. Not only did he complete the training programme, but the school suspensions also stopped too. Our team concluded that the Travel Training helped the student to control his fears and anxieties and learn coping strategies which in turn enabled him to overcome some of challenges he faced which contributed to the school suspensions.

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The Travel Training programme is designed to create long-term positive effects which can support young people through their transition into adulthood. This includes improved:

- Social interaction skills
- Life skills
- Self-esteem
- Management of fears and anxieties
- Responsibility
- Road safety awareness
- Time management
- Coping strategies
- Communication skills

2. Kids Patch Club

Kids Patch is our Ofsted registered weekend club for children and young people aged 5 + with disabilities or additional needs. In 2023/24 DABD's programme was funded by the London Borough of Havering. Kids Patch Club offers a friendly, fun, social and inclusive environment for three age groups (5 – 8, 9 – 13 and 14 – 18) with specialist equipment and facilities and trained staff.

The entire programme had to be rebuilt following on from the Covid-19 pandemic. This was down to the vulnerable situation of the children and their families. New staff also had to be recruited but in 2022/23, DABD supported thirty-one children throughout the year.

Activities include role play, painting, dancing, messy and sensory play allowing parents and carers 6 hours respite allowing them to deal with other responsibilities. Children are cared for in a safe environment and are encouraged to engage in themed activities promoting confidence, positive relationships and of course, fun!

During the year 12 children, new to the programme, joined as did five additional staff members. DABD had meetings with Barking and Dagenham borough about running a similar programme for them too and is hopeful of securing the borough's support in 2023/24.

3. Holiday, Activities and Food Programme (HAF)

The Holiday, Activities and Food Programme is an out of term programme supported by central government and run by London boroughs. This holiday provision is for school aged children from 5 to 18, who receive benefits- related free school meals and for kids with special educational needs and disabilities.

The HAF programme aims to have a positive impact on children and young people by:

- Providing consistent and easily accessible enrichment activities such as yoga sessions designed for neurodiverse children
- Involve children (and parents) in healthy food preparation
- Use local partnerships and connections, particularly the voluntary and community organisation sector

In 2023/2024, DABD successfully ran three HAF programmes, during the Easter, Summer, and Winter half term holidays. We worked to encourage and promote a healthy lifestyle through activities and food, exercise (a professional yoga teacher came once a week), and outside play activities (football, dance, hide and seek, and playing in the local park). We also encouraged and supported the young children to express their individuality and emotions in a safe environment.

This year, we ran a special workshop with two photographers. They joined us and assisted the children in snapping images of different settings around them that made them feel joyful and unique.

4. Personal Care (Community)

For many years DABD has been supporting four clients to live independently with the support they require to fully enjoy life possible. Community based clients receive support according to their assessed needs which can include personal care and daily living activities.

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5. Independent Living

The organisation supports eight clients living independently in the community. Each client lives in their own flat, with their own front door and private space in a building called The Lodge in the borough of Barking and Dagenham.

The Lodge clients receive round the clock support consisting of personal care (eating, dressing, washing, taking medication), daily living activities (shopping, housework, attending hospital and GP appointments) and social activities including getting out and about in the community to meet friends, go for meals and to go on holiday with a strong focus on people doing what they want to do, when they want to do it.

DABD staff help with:

- personal care (bathing, grooming, washing, and dressing)
- getting in and out of bed
- making meals and eating
- preparing light meals and snacks
- cleaning, shopping, and laundry
- support to attend social activities or appointments – trips out, going for a walk, visiting family or friends, or attending doctor's or hospital appointments
- specialised care for people with high levels of need

We were thrilled to hold a Christmas party for 80 members at the London Stadium, courtesy of a corporate partner, Bericote Properties.

6. Empowering Parents, Empowering Communities (EPEC)

EPEC is a parenting programme that combines the latest developmental science and theory with well-evidenced parenting strategies and methods. It is for mothers, fathers and other family carers focused on the different developmental periods from birth to adolescence, with specialist groups for parents and children with additional needs, such as ADHD, autism, parental mental health, and co-parent conflict.

EPEC groups aim to improve child development, parenting, family resilience and coping strategies. The programme is also designed to improve access to effective parenting support particularly for socially excluded families and communities.

The programme, although a success, was not funded in 23/24 due to funding constraint.

Welfare Services

Accreditation

DABD is accredited with the Advice Quality Standard (AQS) at the general help level for casework in welfare benefits. Our AQS agreement was extended by two years in March 2022 following an AQS review. We are members of Advice UK, the national body for organisations providing advice. Following an intense assessment, we successfully met the standards, and Matrix awarded accreditation for a further three years.

Key contracts delivered by the Welfare Services team were:

Contracts

1. Citizen Advice Barking and Dagenham (CABD) Enhanced Welfare Rights (EWR)

CAB EWR is a longstanding project where DABD supports vulnerable client groups through enhanced welfare rights advocacy, income maximisation support and with advice and form completion.

With clients in the borough being turned down at application stage for various benefits, we assist clients through both the Mandatory Reconsideration and Appeals processes. This can be a highly stressful and emotional time for clients and the Team must manage this.

we delivered xxx advice sessions with clients aged 16 to 90. We supported them to claim a range of benefits including Disability Living Allowance (DLA), Personal Independence Payment (PIP), Attendance Allowance (AA), Pension Credit (PC) Housing Benefit (HB), Council Tax Benefit, Employment Support Allowance (ESA), Job Seekers Allowance (JSA) and Universal Credit (UC) as well as mandatory reconsiderations and appeals.

As a result, the service generated over £1,688,163 in additional benefits for clients in 2023/24.

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While referrals are received from the EWR/CABD triage team, our solid presence in the community means DABD receives referrals by word of mouth through former clients we have successfully assisted. We continue to receive referrals from a broad local network, including LBBD social workers, the housing department, Jobcentre Plus, Job Shops, Homes and Money and other local voluntary organisations, including Carers and the Independent Living Agency. And because DABD takes a comprehensive approach, internal referrals are key. The team receives internal referrals from our Personal Support Services, Mobility, Travel Training services and from the Golden Years 60s plus social and volunteer group.

Again, taking a comprehensive approach, we support our clients by referring or signposting them to local organisations in whom we have confidence on issues where our support can only take clients so far. This relates to complex issues linked to housing, homelessness, and debt. We refer to: Home Hub, Citizens Advice, Step Change among many.

DABDs also offers home visits to the most vulnerable and complex to reach clients.

The EWR programme has been invaluable to clients in the face of ongoing severe welfare reforms and the roll out of Universal Credit.

2. London Borough of Barking and Dagenham (LBBD) Pension Credit

On Pension Credit, the priority was to support clients aged over sixty-five to claim this benefit as many who are entitled to it do not do so. This involved working with vulnerable “hard to reach” residents in the LBBD and inform them of their potential entitlement. This involved phone calls, emails, house calls to assist with a benefit check and support and online claim. We supported over 120 residents and generated additional income for them of over £129,000 per annum.

3. London Borough of Barking and Dagenham (LBBD) Benefit caps

DABD worked with the LBBD to support residents affected by the Benefit Cap, including long term claimants. The main purpose of the project was to advise clients and make sure they receive the right support by providing information and signposting to better off calculations, other benefit applications including Child Disability Living Allowance (CDLA) and Personal Independence Payments (PIP).

We supported seventy-eight clients with information, advice and guidance enabling a difference to their benefits of £296,448 per year, an average of £3,800 per client and their family.

DABD Projects

1. Golden Years

Golden Years is a longstanding DABD project where we support residents who may otherwise be subject to isolation and loneliness. The project has brought together four hundred isolated residents of Barking, Dagenham and Havering aged over sixty.

Through their volunteer steering group and one staff member's time the Golden Years groups have organised events and trips throughout the year. They went on days out to Clacton, Southend, Margate, Hastings, and a Christmas time trip to the Isle of Wight. The organised parties for the Queen's Platinum Jubilee and for New Year, held an event at a local pub to raise money for residents who lost their homes in the July wildfires.

Volunteers from Golden Years staffed DABD's own “Warm Space” project from January to March 2023 when DABD opened its doors to residents struggling to stay warm at home.

2. London Borough of Barking and Dagenham (LBBD) Energy Efficiency Officer (EEO) /Warmer Homes

The LBBD EEO project ran from 1 April to 31st March during which time energy bills soared. Government support for vulnerable clients changed rapidly and many consumers were not able to keep up with the pace of change or the latest advice.

Our aim was to ensure that everyone who raised an energy related question received relevant information, advice, or guidance. Maintaining up to date information and translating that into practical advice was key to the success of this project.

We worked with forty-seven families; provided advice and guidance, supplied energy efficient white goods and other energy saving devices, making a saving of £33,302 per year, a £709 difference per home.

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3. London Borough of Redbridge (LBR) Energy Efficiency Officer/Warmer Homes

The LBR EEO project duplicated the LBBD project and began in the winter.

We worked with 11 families; provided advice and guidance, making savings of £6,623.00 per year, a £602 per home.

4. Clarion Futures Digital

Clarion FD gave DABD a grant to promote digital inclusion and to help Clarion's social housing clients to get online and stay connected. DABD's role was to support residents develop their digital skills and build their confidence to use these skills.

We held thirteen sessions at various locations with residents of Clarion Housing and the local community, including some of our Golden Years members. These groups were successful, and residents completed assessments to show how they had learned new digital skills.

**Mobility Services
Overview**

Transport overview:

DABD's Mobility Services works with partners and local authority commissioners to provide accessible and inclusive transport to overcome some of the challenges faced by people with impaired mobility in our communities. DABD take great pride in operating this service as a friendly, reliable door-to-door service enhancing disabled client's independence and quality of life.

Along with the Divisional Lead, the Team Leader, two administrators and two supervisors, we have 36 full time drivers and 9 part time drivers operating 36 fully accessible passenger-lift vehicles, including one vehicle that is equipped with stretcher and oxygen facilities.

As well as providing individual journeys to people from our community, our vehicles are available for contract hire. Current commissions we undertake include the NHS, London Boroughs, school and college transport, independent travel by direct payments, contracted services to local day centres, and Transport for London door-to-door Dial-a-Ride services. These services equate to multi-year, multi-million-pound contracts for the charity.

DABD Mobility Services also offers a wide range of nearly new daily living equipment for purchase. From manual and electric wheelchairs and electric scooters through to walking aids, adapted household items and personal care products such as bathing aids and commodes.

We have been helping people to choose the correct independent living equipment for their needs for 23 years, and are therefore able to give independent advice and information, along with product care advice and demonstrations if required.

Social Value:

During 2023/24, the Mobility Services continued to focus on a collaborative strategy with Community Transport providers and our own internal divisions in DABD. Our team helped support, and in some cases deliver various community focused projects for DABD. Along with this, we continued to assist local authorities, the NHS and other third sector groups to provide their essential services. We also collected food donated from local supermarkets to create parcels for those suffering food poverty. Our primary aim was to reach out and help as many clients as possible by focusing on the daily challenges faced by them. These were not just isolation and loneliness issues, but also as a number of other social issues that included economic inequality, food poverty, healthcare needs, and ageism.

Contracts extensions:

- In October 2023, Mobility Services entered into a contract extension with Eastway Care Ltd. This three-year contract sees us deliver 22 minibuses for five days per week to their 3-day centres for adults with disabilities, located at branches in Romford, Beckton and Leytonstone.

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- During September 2023, Mobility Services entered a contract extension for Transport for London's door-to-door Dial-a-Ride service to continue to deliver their Multi Occupancy Accessible Transport (MOAT) contract. By continuing to be a MOAT stakeholder, we are now providing 58 Dial-a-Ride shifts over a seven-day period, which is a 29% increase on our previous contract. Mobility secured the original MOAT contract in 2017, and this contract extension will provide job security for our drivers for at least five years, with a possibility of it being extended for a further two years after that.

Pipeline contracts:

There are additional contracts that Mobility Services are tendering for in the coming year. These will primarily be with the NHS, and include a passenger transport service for a clinic at King George Hospital and a blood donor delivery service for the NHS North East London ICB.

Terminated contracts:

- In February 2024, we ceased providing transport for the local retinal screening service, as we have unpaid invoices outstanding. So far, we have not received a remittance from them, so we have ceased transport provision.

Areas of concern:

- Our operating base for Mobility Services is not really fit for purpose, so we will have to source a new base at some point in the future.
- We have aging vehicles that will need to be replaced with more modern minibuses. We currently have a ULEZ exemption for these vehicles, but there will come a point where this will no longer be offered by City Hall.
- Our mechanic is set to retire after 25 years of providing repairs, servicing, and maintenance for our owned vehicles.
- D1 drivers are slowly becoming more difficult to recruit. A solution to this problem needs to be sought.
- The use of paper based vehicle records is becoming obsolete within the transport industry, so a review of software systems that provide more accurate data capture for compliance is needed.
- The deadline for purchasing traditionally fueled vehicles has been set for 2035. We will need to be proactive in seeking advice from trusted industry partners such as the CTA, Stanford Coachworks, leasing agents etc. as to what alternative fuel source becomes the most popular for our vehicle type, so that we do not purchase vehicles that will become obsolete or difficult and expensive to refuel.

New vehicles:

DABD received a new Fiat Ducato minibus donated to us by The Variety Golf Club, with the primary donation coming from Keel Toys. We also purchased a used Fiat Ducato from Trinity School in Dagenham. This allowed us to off-hire a minibus from our leasing agents, Enterprise Flex-e-rent.

Benefits to clients:

- Access to social opportunities
- Providing opportunities to leave the house
- Opportunities to socialise other passengers and to converse with DABD staff
- Improved access to GPs and healthcare facilities (resulting in improved health outcomes, reduced health inequalities and lower healthcare costs)
- Enabling people to live independently for longer (reducing demand on expensive nursing and residential care)
- Replacing expensive home health visits with more frequent visits to relevant health facilities
- Reduced missed health appointments, rescheduling difficulties and delays for the client, GP surgery and NHS
- Enabling people to be discharged from hospital and also ensuring access to services while in recovery at home
- Reducing demand on more expensive Patient Transport Services by providing a suitable local alternative
- Drivers and passenger assistants identify early warning signals of problems, due to regular contact with an otherwise isolated person, and attempt to mitigate problems. (This directly benefits the individual and reduces potential costs to society)

Passengers and trips:

During 2023/24, the Mobility Division delivered 136,194 trips for individuals who accessed the service.

**The Disablement Association of
Barking and Dagenham**

**Trustees' Report
for the year ended 31 March 2024**

Along with Dial-a-Ride and Eastway Care, trips were made to hospitals, shops, weddings, schools, colleges, faith centres, holidays, airports, dentists, clinic appointments, museums, theatres. Mobility also provided transport for leisure activities such as swimming, boating and outward bounds centres in places such as Blackpool, Norfolk, Surrey, East Sussex, Hertfordshire, Birmingham, Hampshire, Kent, Essex and London.

Overall environmental Impact:

Mobility Division vehicles travelled 449,108 miles (722,769 kms) using 20,131 gallons (91,518 litres) of fuel. This equates to an average vehicle fuel consumption of 22 mpg, (7.89 km/l) creating an estimated 363.6 tonnes of Co2 and 539.7 kilograms of NOx and PM's.

Summer/winter excursions:

Mobility excursions included summer season visits to Clacton-on-Sea and Southend-on-Sea, with Christmas season visits to Chelmsford and Polhill Garden Centre in Kent, along with winter season trips to various Christmas markets and events.

Training:

All drivers either completed or renewed their MiDAS certificates during the first six months of 2023/24. After this, The CTA changed how the MiDAS training was delivered, making it quite costly to certify drivers. We are now looking for an alternative to MiDAS that is a more cost-effective option. Drivers will still receive the previous version of MiDAS training, but will be assessed for competency, rather than issued a certificate. Comprehensive e-learning also took place for all drivers. To be Fleet Operators Recognition Scheme (FORS) compliant, every driver must have completed eleven modules of e-learning, based around driving safety, anti-terrorism, and economy.

Positive impact of Mobility Services:

Our Dial-a-Ride and community transport services play a crucial role in enhancing and improving the lives of the elderly and people with disabilities, and it serves as a gateway to mobility and independence. It provides enormous social and economic benefits to communities within our three local boroughs. Its role in preventing loneliness and social isolation, helping people remain independent, and accessing their communities cannot be overstated. For many vulnerable and isolated individuals, community transport represents the only means of transportation.

Here are some positive impacts:

- **Accessibility:** Dial-a-Ride offers door-to-door service, making it easier for disabled and elderly individuals to reach their destinations. Unlike fixed-route public transportation, this personalised service caters to specific mobility needs.
- **Independence:** By providing reliable transportation, our services empower disabled and elderly individuals to maintain their independence. They can access essential services, attend medical appointments, and participate in community activities.
- **Affordability:** Although Dial-a-Ride services within London are free, Community Transport services are charged at an affordable rate for all, making them an affordable option for individuals on a low-income. This affordability ensures that transportation barriers do not hinder disabled and elderly individuals from participating in daily life.
- **Quality-Oriented Service:** we adhere to the core values of DABD, thereby keeping our Mobility Services focused on delivering value, quality, and efficiency to our clients, with an emphasis on their well-being and comfort.

Quantifying the financial value and positive impact of Mobility Services Continued:

- **Environmental Sustainability:** By promoting shared transportation, Mobility Services contributes to reducing the overall environmental impact. It helps decrease the number of individual car trips, leading to lower emissions and less traffic congestion.

The Disablement Association of Barking and Dagenham

Trustees' Report for the year ended 31 March 2024

- **Cost-Effectiveness:** Community transport services are often more cost-effective than maintaining an extensive public transportation system. It efficiently serves specific needs without the high infrastructure costs associated with large-scale transit networks.
- **Flexibility and Convenience:** Our Mobility Services can adapt to local needs, offering flexible routes and schedules. This personalised approach ensures convenience for passengers, especially those with mobility challenges.

In summary, DABD Mobility Services positively impacts both individuals and communities by enhancing accessibility, promoting social well-being, and supporting sustainable transportation options.

Community Development

The newly formed Community Development division consists of our Golden Years project, Localities work, Community Kitchen and anything related to community engagement and development including work with other local charities.

The LBBD Localities funding came to an end in July but had seen us engage with four other local charities (Thames Life, Al Madina Mosque, Harmony House and Kingsley Hall) in a project for the London Borough of Barking & Dagenham to understand where the gaps are in the borough to support residents to build connection, trust and belonging. This project will go forward in 2025 but as yet the future direction and funding remains undecided, but we hope to be able to bid for a portion of this work. We are investigating other Localities type projects in conjunction with London Borough of Redbridge (sports-based) and Disability Rights UK (arts-based) as we recognise the success we have achieved to date. As part of this, we co-produced three GP pop-up sessions locally which were well-attended.

Additional funding for these pop-ups is being discussed this autumn and we continue to be part of the conversation around this as our strengths with certain communities is recognised by our Health Inequality GP partners and the local borough.

Golden Years was the successful recipient of a National Lottery Reaching Communities bid for £503k over 3 years. This will see us receive a new electric bus in November/December 2024 as well as paying for 2.5 members of staff to continue existing groups and open many more new groups and a driver for the bus to collect people to take them to groups as well as supporting the wide range of trips that are available to our members.

We were thrilled to hold a Christmas party for 80 members at the London Stadium, courtesy of a corporate partner, Bericote Properties. Our new group at Marks Gate Community Centre continues to grow and we hope to have at least three more new groups established by the end of 2024.

The Community Kitchen is becoming busier each month and we are regularly receiving new families to support. We have established a good working relationship with FareShare and continue to grow the collections via our Neighbourly contacts at local supermarkets.

A partnership with Redbridge MS Society is developing strongly with potential for us to make use of their facilities at the Marjorie Collins Centre. This is a purpose-built centre that has excellent access as well as a purpose-built disability training kitchen that could see us really develop our offer.

Corporate Services

Overview

- Administrative support to all Divisions
- Compliance with Legislation
- Health & Safety
- Staff Intranet
- IT Equipment
- Building Maintenance
- Auditing of Division Services
- Ordering of stationary/cleaning products
- Quality Assurance

**The Disablement Association of
Barking and Dagenham**

**Trustees' Report
for the year ended 31 March 2024**

The Corporate Services Lead performs various functions, including administrative support but is primarily responsible and focuses on consistency, risk, quality and compliance functions.

Corporate Services collaborate with all Divisional Leads to ensure that compliance standards are upheld and is also responsible for ensuring that employees conform to DABD's policies and procedures from an operations and service perspective.

The Corporate Services Lead acts as a contact point between various departments and the general public as necessary to manage the day-to-day resolution of inquiries and concerns.

DABD Health & Safety

Overview

- Reinforce the Health and Safety message to all staff
- Complete annual review of Health and Safety
- Carryout weekly/monthly Health and Safety inspections of all branches
- Complete Health and Safety Induction training for new staff
- Carry out Annual Review of Fire Risk Assessments
- Carry out Annual Review of service Risk Assessments
- Review and update branch Health and Safety signage
- Complete Display Screen Equipment (DSE) checklists for new, relocated and staff working from home
- Maintain databases for Accident/Incident Reports
- Organise Health and Safety Training for staff where required
- Hold bimonthly Health and Safety subcommittee meetings with representatives from each branch
- Compliance with regular servicing/maintenance of building equipment such as fire extinguishers, gas boilers, electrical installations

The primary goal of the health and safety team is to create and maintain a safe and healthy environment for people to work in. The Team have actively worked to achieve this by implementing measures to prevent accidents and injuries and by promoting awareness of potential hazards and best practices.

During the last year the Health and Safety Team have worked hard to complete the recommendations raised by the external Health and Safety Consultant.

The Health and Safety Team are also in the process of updating the BrightSafe software with H&S tasks that will enable the team to track upcoming safety tasks in a timely manner.

Contracts

Across the past twelve months, we have once again focused heavily on retaining and developing new contractual income streams with local authorities, commissioners and organisations that are more aligned with the strategic aims of our charity.

Our working relationships with all the local boroughs have strengthened significantly as we have secured several new contracts with the London Boroughs of Barking & Dagenham, Redbridge, Havering, and Waltham Forest.

Partnerships and Collaborations

As in previous years, much of our effort has been focused on identifying, developing, and maintaining new and existing partnerships and collaborations, that mirror with the vision and values of our charity.

We have continued to lead, support, facilitate and participate within several borough wide and other local authority steering groups, projects, and new initiatives.

This level of commitment and personal investment demonstrates that DABD really want to take on a responsive and continually active role in the successful future of the borough and the neighbouring local authorities and organisations we collaborate with, and which work with us.

Our list of new and existing partnerships continues to build and includes the following like-minded organisations:

**The Disablement Association of
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**Trustees' Report
for the year ended 31 March 2024**

Ab Phab Youth Club, Al Madina, Advice Plus Barking & Dagenham, Advice UK, Argos, BD College, BD Collective, BD Giving, B&Q, Barking & Dagenham CVS, BEC, Breeze, Carers of Barking & Dagenham, Citizens Advice Bureau (B&D), City Bridge Trust, Community Re-Paint, Community Transport Association, Community Fridge, Community Mental Health Team, Co-op Local Community Fund, Care Quality Commission (CQC), Dagenham & Redbridge FC, Dial A Ride, DtL, Department of Work & Pensions (DWP), Eastway Care, Edward Gostling Foundation, First Stop Healthcare, Ford Britain Trust, Good Things Foundation, City Bridge Trust, Harmony House, Havering Learning & Disability Society (HLDS), Havering SENDIASS, HSBC, Job Centre Plus, Kickstart, Kingsley Church Hall & CC, Lankelly Chase Foundation, Locality Leads, London Community Foundation, Money Advice & Pension Service (MAPS), Skanska UK, M&G Community Fund, Marks Gate Community Centre, Mind in Havering & B&D, Morrisons Foundation, National Lottery, Neighbourly, NHS, Ofsted, Oomph Wellness, Participatory City, Progress Project, Sainsburys, Skills Funding Agency, Refuge UK, Reconnections, Scope, Skanska UK, Smart Energy GB (NEA), Stay Safe East, Sycamore Trust, Tesco, Thames Ward Community Project, TfL, TreeTops (Romford) Ltd, Trust for London, UK Youth, Variety Charity, Voiceability, Volunteer Barking & Dagenham, Waitrose, and the London Boroughs of Barking & Dagenham, Barnet, Havering, Newham, Redbridge and Waltham Forest

Suppliers

Finally, onto the last workstream that has been the focus of Business Development and Commercial activity over the past year.

The key driver here is to identify and deliver cost savings or enhancements to the charity's supplier chain and service network. The principal objective remains to reduce expenditure without compromising the service levels we receive and where possible, enhance the functionality or product offering from the supplier.

Auditors

The auditors, Moore Kingston Smith LLP, are deemed to be reappointed under section 487(2) of the Companies Act 2006.

Approved by order of the board of trustees on ~~23.09.24~~ **23.09.24** and signed on its behalf by:



Anderson Rollock, Chair of trustees

**The Disablement Association of
Barking and Dagenham**

**Statement of Trustee Responsibilities
for the year ended 31 March 2024**

The trustees (who are also the directors of The Disablement Association of Barking and Dagenham for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

In so far as the trustees are aware:

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

Auditors Report to the Trustees of The Disablement Association of Barking and Dagenham

Opinion

We have audited the financial statements of The Disablement Association of Barking and Dagenham for the year ended 31 March 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 'The Financial Reporting Standard Applicable in the UK and Ireland' (United Kingdom Generally Accepted Accounting Practice).

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 2024 and of its surplus for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

Basis of opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs(UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the audit of financial statements section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our unqualified opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

Auditors Report to the Trustees of The Disablement Association of Barking and Dagenham (continued)

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

-
- adequate accounting records have not been kept by the charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we required for our audit.

Responsibilities of directors

As explained more fully in the trustees' responsibilities statement set out on page 17, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the charitable company.

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the charitable company and considered that the most significant are the Companies Act 2006, the Charities Act 2011, the Charity SORP, and UK financial reporting standards as issued by the Financial Reporting Council.
- We obtained an understanding of how the charitable company complies with these requirements by discussions with management and those charged with governance.
- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.
- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.
- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

**Auditors Report to the Trustees of
The Disablement Association of Barking and Dagenham (continued)**

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

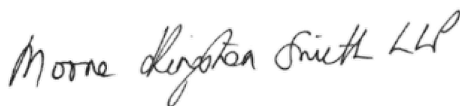
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our Auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our Auditor's report. However, future events or conditions may cause the charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

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 for no purpose other than to draw to the attention of the charitable company's members those matters which we are required to include in an Auditor's report addressed to them. To the fullest extent permitted by law, we do not accept or assume responsibility to any party other than the charitable company and charitable company's members as a body, for our work, for this report, or for the opinions we have formed.

Orbital House
20 Eastern Road
Romford
Essex
RM1 3PJ



**Karen Wardell (Senior Statutory Auditor)
For and on behalf of Moore Kingston Smith LLP
Chartered Accountants**

Dated: 23 September 2024

**The Disablement Association of
Barking and Dagenham**

**Statement of Financial Activities
for the year ended 31 March 2024**

	Notes	Unrestricted fund £'s	Restricted fund £'s	2024 £'s	2023 £'s
Income					
Donations, Legacies & Similar Income	3	17,815	-	17,815	8,452
Charitable Activities - Objects	4	3,644,341	47,250	3,691,591	3,337,473
Investment Income	5	3,712	-	3,712	76
Total Income		3,665,868	47,250	3,713,118	3,346,001
Expenditure					
Charitable Activities - Objects	6	2,535,773	56,192	2,591,965	2,525,271
- Administration	7	1,117,543	-	1,117,543	659,883
Total Expenditure		3,653,316	56,192	3,709,508	3,185,154
Net Income/(Expenditure)		12,552	(8,942)	3,610	160,847
Transfer between funds		-	-	-	-
Total Funds Brought Forward		182,099	47,226	229,325	68,478
Total Funds Carried Forward	15	194,651	38,284	232,935	229,325

The statement of financial activities includes all gains and losses in the year. All income and expenditure derives from continuing activities.

The notes on pages 26-35 form part of these accounts.

**The Disablement Association of
Barking and Dagenham**

Balance Sheet
for the year ended 31 March 2024

	Notes	2024	2023
		£'s	£'s
Fixed Assets			
Tangible Fixed Assets	10	125,767	50,820
Current Assets			
Debtors	11	339,757	560,536
Cash at bank and in hand		501,550	115,680
		841,307	676,216
Creditors: amounts falling due within one year	12	(552,172)	(497,711)
Net current assets		289,135	178,505
Creditors: amounts falling due after more than one year	13	(181,967)	-
Net Assets		232,935	229,325
Represented by:			
Restricted funds		38,284	47,226
Unrestricted funds		194,651	182,099
Funds of the Charity	16	232,935	229,325

These accounts are prepared in accordance with the Charity SORP (FRS102) and the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

The trustees acknowledge their responsibilities for complying with the requirement of the Companies Act with respect to accounting records and the preparation of financial statements.

Approved by the board of trustees on**23.09.24**..... and signed on behalf.



Anderson Rollock (Chair of trustees)

Company no.: 2800290

**The Disablement Association of
Barking and Dagenham**

The notes on pages 26-35 form part of these accounts.

**The Disablement Association of
Barking and Dagenham**

**Statement of Cash flows
for the year ended 31 March 2024**

	2024	2023
	£	£
Cashflow from operating activities:		
Net cash (used in)/from operating activities	269,126	89,487
Cashflow from investing activities		
Investment income	3,712	76
Acquisition of tangible fixed asset	(92,968)	(6,835)
Cash provided from investment activities	<u>(89,256)</u>	<u>(6,759)</u>
Cashflow from financing activities		
Proceeds from bank loan	206,000	-
Change in cash or cash equivalents	385,870	82,728
Cash at 01/04/2023	115,680	32,952
Cash and cash equivalents at 31/03/2024	<u>501,550</u>	<u>115,680</u>

Analysis of changes in net debt

	1 April 2023	Cash flows	31 March 2024
	£	£	£
Cash at bank	115,680	385,870	501,550
Bank loans (note 12 and 13)	-	(206,000)	(206,000)
Cash and cash equivalents	<u>115,680</u>	<u>179,870</u>	<u>295,550</u>

Reconciliation of net cash from operating activities

	2024	2023
Net income/(expenditure)	3,610	160,847
Interest received	(3,712)	(76)
(Decrease)/increase in debtors	220,779	(151,154)
Increase in creditors	30,428	66,261
Depreciation	18,021	13,609
Net (used in)/cash from operating activities	<u>269,126</u>	<u>89,487</u>

The notes on pages 26-35 form part of these accounts.

**The Disablement Association of
Barking and Dagenham**

**Notes to the Financial Statements
for the year ended 31 March 2024**

1. ACCOUNTING POLICIES

The Disablement Association of Barking and Dagenham is a private company limited by guarantee domiciled and incorporated in England and Wales. The registered office is Pembroke Gardens, Dagenham, Essex RM10 7YP.

Basis of accounting

The financial statements have been prepared under the historical cost convention and in accordance with the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland effective 1 January 2015 (The FRS 102 Charities SORP), the Companies Act 2006 and Charities Act 2011.

The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest pound.

The Trustees confirm that the Charity meets the definition of a public benefit entity under FRS 102.

Income

Voluntary income, grants and donations are included in income when they are receivable, except when the donors' conditions have not been fulfilled, and then the income is deferred.

The income from fundraising ventures is shown gross, with the associated costs included in fundraising costs.

The charity receives the benefit of work carried out by volunteers and receives the use of facilities and equipment without charge. No value is placed on these gifts in kind within the accounts.

Expenditure

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Individual assets costing £500 or more are capitalised at cost.

Depreciation is provided on all tangible fixed assets at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings	- 25% straight line
Motor vehicles	- 10% reducing balance
Equipment	- 25% straight line

Taxation

The charity is exempt from corporation tax on its charitable activities.

Volunteer help

The Trust receives support from a wide variety of volunteers. It is not practical to place a value on the time volunteered by all these persons, due to the variety of duties performed, the differences in time spent, and the sheer number of volunteers who gave of their time.

Pension costs

The Trust operates a defined contribution scheme for the benefit of some of its employees. The costs of the defined contributions are written off against incoming resources in the year they are payable. The assets of the scheme are held separately from the Trust in independently administered funds. The majority of the employees are members of a money purchase policy, which was set up to meet the government's requirements regarding pension provisions for all staff. Contributions to the policy made on behalf of employees are also charged against incoming resources in the year they are paid.

**The Disablement Association of
Barking and Dagenham**

**Notes to the Financial Statements
for the year ended 31 March 2024**

1. ACCOUNTING POLICIES (CONTINUED)

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Going concern

The charity had net income of £33,539 (2023: net income of £160,847) during the year ended 31 March 2024 and, at that date, the charity's unrestricted reserves had increased to £224,580 (2023: increase to £182,099). These results for the year to 31 March 2024 are a direct result of the effects of the lift of all restrictions previously hindering the charity's operations. Forecast and budgeted results and cash flows for the next 12 month period are positive and at the time of approving these financial statements the trustees have a reasonable expectation the charity can continue in operational existence for a period of at least 12 months from the date of signing these financial statements.

The charity therefore continues to adopt the going concern basis in preparing its financial statements.

Financial assets and liabilities

The charitable company only has basic financial instruments.

Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks and other short-term liquid investments with original maturities of three months or less.

Government grants

Government grants are recognised at the fair value of the asset received or receivable when there is reasonable assurance that the grant conditions will be met and the grants will be received.

A grant that specifies performance conditions is recognised in income when the performance conditions are met. Where a grant does not specify performance conditions it is recognised in income when the proceeds are received or receivable. A grant received before the recognition criteria are satisfied is recognised as a liability.

2. CRITICAL ACCOUNTING ESTIMATES AND JUDGEMENTS

In the application of the charitable company's accounting policies, the trustees are required to make judgments, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised, if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

Key sources of estimation uncertainty

Useful economic lives of tangible fixed assets

The annual depreciation charge for tangible fixed assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets. See note 10 for the carrying amount of the tangible fixed assets and note 1 for the useful economic lives for each class of asset.

**The Disablement Association of
Barking and Dagenham**

**Notes to the Financial Statements
for the year ended 31 March 2024**

3. DONATIONS, LEGACIES AND SIMILAR INCOME

	2024	2023
	£'s	£'s
Donations	17,815	8,452
	17,815	8,452

4. INCOME FROM CHARITABLE ACTIVITIES - OBJECTS

	2024	2023
	£'s	£'s
Golden Years	5,000	-
Transport Services	2,185,402	1,906,490
Welfare Benefits	338,812	243,860
Havering ESS	60,664	90,997
Personalisation & Personal Care Services	868,298	957,510
Travel Training	17,316	25,244
Core and Other Income	168,849	84,084
Kickstarters	-	8,288
Pembroke Gardens	47,250	21,000
	3,691,591	3,337,473

The above income includes £47,250 (2023: £29,288) which relates to restricted funds for Pembroke Gardens.

**The Disablement Association of
Barking and Dagenham**

**Notes to the Financial Statements
for the year ended 31 March 2024**

5. INVESTMENT INCOME

	2024	2023
	£'s	£'s
Interest received	3,712	76
	3,712	76

6. EXPENDITURE ON CHARITABLE ACTIVITIES - OBJECTS

	2024	2023
	£'s	£'s
Transport Services	1,818,190	1,701,582
Welfare Benefits	174,674	186,439
Kickstarters	-	10,350
Pembroke Gardens	56,192	16,435
Personalisation & Personal Care Services	530,270	586,910
Travel Training	12,639	23,555
	2,591,965	2,525,271

The above expenditure includes £56,192 (2023: £26,785) which relates to restricted funds for Pembroke Gardens.

All of the above expenditure relates to direct costs of the charity and staff costs have been allocated to the individual charitable activities.

7. CHARITABLE ACTIVITIES - ADMINISTRATION

	2024	2023
	£'s	£'s
Sales and office costs	1,103,743	646,083
Audit Fee	13,800	13,800
	1,117,543	659,883

The above expenditure includes £nil (2023: £nil) which relates to restricted funds.

**The Disablement Association of
Barking and Dagenham**

**Notes to the Financial Statements
for the year ended 31 March 2024**

8. NET INCOME/(EXPENDITURE)

Net income/(expenditure) for the year is stated after charging:	2024	2023
	£'s	£'s
Depreciation	18,021	15,208
Audit fees	12,500	11,500
Non audit fees paid to the company's auditor	2,580	1,182
Operating lease charges	458,010	437,541

9. STAFF COSTS

No remuneration was paid to trustees in the year. During the year one employee (2023: none) earned between £60,000 and £70,000 per annum.

Remuneration of the Charity's key management personnel in the year was £328,011 (2023: £159,581).

	2024	2023
	£'s	£'s
Wages and salaries	2,066,218	1,820,529
Social Security	160,183	131,848
Pension	50,309	31,554
	2,276,710	1,983,931

	2024	2023
No of employees by functions:		
Welfare Benefits	8	9
Personal Care Services & Travel Training	52	49
Corporate Services	14	8
Mobility Services	54	49
	128	115

**The Disablement Association of
Barking and Dagenham**

**Notes to the Financial Statements
for the year ended 31 March 2024**

10. TANGIBLE FIXED ASSETS

Cost	Equipment £'s	Vehicles £'s	Total £'s
At 01/04/2023	86,848	243,146	329,994
Additions	2,400	90,568	92,968
	89,248	333,714	422,962
Depreciation			
At 01/04/2023	79,628	199,546	279,174
Charge in year	3,112	14,909	18,021
	82,740	214,455	297,195
As at 31/03/2024	6,508	119,259	125,767
As at 31/03/2023	7,220	43,600	50,820

11. DEBTORS

	2024 £'s	2023 £'s
Trade debtors	180,439	130,299
Prepayments and accrued income	159,181	429,946
Other debtors	137	291
	339,757	560,536

**The Disablement Association of
Barking and Dagenham**

**Notes to the Financial Statements
for the year ended 31 March 2024**

12. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £'s	2023 £'s
Bank loans and overdrafts	24,033	-
Trade creditors	150,382	196,672
Accruals	100,718	88,990
Deferred grants	133,895	97,597
Other taxes and social security costs	56,437	65,352
Conduit funds (note 15)	22,070	35,754
Other creditors	62,300	13,346
	552,172	497,711

Deferred Grants	At 1st April 2023 £'s	Released in the year £'s	Deferred in the year £'s	At 31st March 2024 £'s
HAF income	13,733	(13,733)	8,603	8,603
LBBD Young Carers Income	-	-	62,933	62,933
LBBD Benefits Cap	1,655	(1,655)	6,909	6,909
LBBD Cosy Homes/EEO Income	43,000	(43,000)	-	-
LBBD Localities Lead	26,250	(26,250)	9,336	9,336
LBBD NCIL	8,333	(8,333)	-	-
LB Redbridge EEO Income	4,626	(4,626)	-	-
LBBD PIP Officer Support Income	-	-	10,614	10,614
LBBD Eligibility Project	-	-	5,500	5,500
Cadent Income	-	-	30,000	30,000
Total	97,597	(97,597)	133,895	133,895

Income has been deferred due to:

HAF income - *relates to the HAF easter program run in April 2024.*

LBBD Young Carers Income – *this is for the young carers project run in Feb to Jul-24.*

LBBD Benefits Cap - *this is for Benefits Cap Project ran post year-end.*

LBBD Localities Lead – *relates to the Community Resources for Change run in Feb to Jul-24.*

LBBD PIP Officer Support Income – *relates to PIP officer support income from Jul-23 to Jun-24.*

LBBD Eligibility Project – *relates to pension credit from Jan to Apr-24.*

Cadent Income – *relates to home efficiency support income for Jan to Jun-24.*

**The Disablement Association of
Barking and Dagenham**

**Notes to the Financial Statements
for the year ended 31 March 2024**

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£'s	£'s
Bank loans and overdrafts	181,967	-
	<u>181,967</u>	<u>-</u>

14. OPERATING LEASE COMMITMENTS

At the reporting end date the charity had outstanding commitments for future minimum lease agreements under non-cancellable operating leases, which fall due as follows:

	2024	2023
	£'s	£'s
Due within 1 year	82,200	76,660
Due between 2 and 5 years	104,196	126,196
Due after 5 years	1,950	13,650
	<u>188,346</u>	<u>216,506</u>

15. CONDUIT FUNDS

DABD administrates funds on behalf of The London Borough of Havering and this activity is recognised in the accounts as conduit funds. The beneficiaries of the funds are determined by The London Borough of Havering. The movement in conduit funds during the year are as follows:

	Track & Trace - Grant £'s	The London Borough of Havering £'s	2024 £'s	2023 £'s
Balance brought forward	8,051	27,702	35,753	37,096
Funds received	-	870,000	870,000	1,400,000
Funds disbursed	(8,051)	(875,632)	(883,683)	(1,401,343)
Balance carried forward	<u>-</u>	<u>22,070</u>	<u>22,070</u>	<u>35,753</u>

**The Disablement Association of
Barking and Dagenham**

**Notes to the Financial Statements
for the year ended 31 March 2024**

16. MOVEMENT IN FUNDS

2024	At 1st April 2023 £'s	Income £'s	Expenditure £'s	At 31st March 2024 £'s
Unrestricted Funds	182,099	3,665,868	(3,653,316)	194,651
Restricted Funds - Golden Years	6,254	-	-	6,254
Restricted Funds- Kickstarters	20,507	-	-	20,507
Restricted Funds - Pembroke Gardens	20,465	47,250	(56,192)	11,523
	<u>229,325</u>	<u>3,713,118</u>	<u>(3,709,508)</u>	<u>232,935</u>
2023	At 1st April 2022 £'s	Income £'s	Expenditure £'s	At 31st March 2023 £'s
Unrestricted Funds	23,755	3,316,713	(3,158,369)	182,099
Restricted Funds - Golden Years	6,254	-	-	6,254
Restricted Funds - Kickstarters	22,569	8,288	(10,350)	20,507
Restricted Funds - Pembroke Gardens	15,900	21,000	(16,435)	20,465
	<u>68,478</u>	<u>3,346,001</u>	<u>(3,185,154)</u>	<u>229,325</u>

Golden Years

The Pat Gillam 'Golden Years' Legacy. Enabling independence by reducing isolation.

Kickstarters

Funding provided to create new jobs for 16 to 24 year olds on universal credit.

Pembroke Gardens

This is for costs towards the refurbishment of the weekend/evening club for children and young people with disabilities.

17. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Restricted funds £	Unrestricted funds £	Total £
Fund balances at 31 March 2024 are represented by:			
Tangible fixed assets	-	125,767	125,767
Debtors	-	339,757	339,757
Cash at bank and in hand	38,284	463,266	501,550
Creditors due in one year	-	(552,172)	(552,172)
Creditors due after one year	-	(181,967)	(181,967)
	<u>38,284</u>	<u>194,651</u>	<u>232,935</u>

**The Disablement Association of
Barking and Dagenham**

**Notes to the Financial Statements
for the year ended 31 March 2024**

17. ANALYSIS OF NET ASSETS BETWEEN FUNDS (CONTINUED)

	Restricted funds	Unrestricted funds	Total
	£	£	£
Fund balances at 31 March 2023 are represented by:			
Tangible fixed assets	-	50,820	50,820
Debtors	-	560,536	560,536
Cash at bank and in hand	47,226	68,454	115,680
Creditors due in one year	-	(497,711)	(497,711)
	<u>47,226</u>	<u>182,099</u>	<u>229,325</u>

18. RELATED PARTY TRANSACTIONS

There were no related party transactions during the year.

19. COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £'s	Restricted fund £'s	2023 £'s
Income			
Donations, Legacies & Similar Income	8,452	-	8,452
Charitable Activities - Objects	3,308,185	29,288	3,337,473
Other Income	-	-	-
Investment Income	76	-	76
Total Income	<u>3,316,713</u>	<u>29,288</u>	<u>3,346,001</u>
Expenditure			
Charitable Activities - Objects	2,498,486	26,785	2,525,271
- Administration	659,883	-	659,883
Total Expenditure	<u>3,158,369</u>	<u>26,785</u>	<u>3,185,154</u>
Net Income/(Expenditure)	<u>158,344</u>	<u>2,503</u>	<u>160,847</u>
Transfer between funds	-	-	-
Total Funds Brought Forward	<u>23,755</u>	<u>44,723</u>	<u>68,478</u>
Total Funds Carried Forward	<u>182,099</u>	<u>47,226</u>	<u>229,325</u>

Accounts

**The Disablement Association of
Barking and Dagenham**

**Report and Financial Statements
for the year ended 31 March 2023**

**Company No: 2800290 (England & Wales)
Charity No: 1023730 (England & Wales)**

**The Disablement Association of
Barking and Dagenham**

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Legal and Administrative Information

Registered Charity Number 1023730

The Association is established as a company limited by guarantee and is registered as a charity with the Charity Commission. The affairs of the Association are governed by its memorandum and articles of association, dated 16 March 1993 (amended 15 March 1996).

Peter Snell (chair)	Resigned 17/03/23
Emma Adams	Resigned 02/12/22
Raksha Patel (Treasurer)	Resigned 17/03/23
Lester Loh	Resigned 17/03/23
Anderson Rollock (chair)	Appointed 17/03/23
Graham Edwards	Appointed 17/03/23
Sangeeta Pindoria	Appointed 25/05/23
Leonce Nina	Appointed 25/05/23

Company number 2800290

Bankers NatWest
27 High Road
Dagenham
Romford, RM6 6QD

Senior Management Team

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**The Disablement Association of
Barking and Dagenham**

Chair's Report for the period April 2022 to March 2023

2022/23 was a momentous year for DABD in which it celebrated 70 years of existence as a charity firmly rooted in the London Borough of Barking and Dagenham, reaching out to, and spreading its work across five boroughs (Barking and Dagenham, Havering, Redbridge, Newham, and Waltham Forest).

While DABD works in the heart of some of London's most incredibly diverse and historically rich and interesting places, there are, within the boroughs, areas of deprivation, families facing immense challenges and individuals in crisis due to disability, poverty, exclusion, loneliness and isolation and the impact of a cost of living "crisis" not seen in the UK since the 1970s and 80s.

DABD celebrated its Platinum Jubilee with events that brought its staff together to raise their spirits in a challenging year where having survived the pandemic, new challenges, related to the economy, began to bite, and bite hard.

As you read this report, particularly the departmental reports you will learn exactly how this modest organisation supported local people and I, as chair, could not be prouder of our staff members' efforts. When I learned that, in July 22, on one of the hottest days of the year, our Mobility staff mobilised at a few minutes notice to join the emergency services attending a huge local fire, it was humbling. DABD drivers who deal with disabled people every day used their skills and experience to remain calm, act appropriately and evacuate over one hundred people (and pets) to safety.

It was a momentous year for the organisation in other ways too. The DABD board had long been in conversation about refreshing its membership and long serving trustees had remained with the organisation to see it through Covid and the financial uncertainty the pandemic brought to the charity sector. I am pleased to be part of a group of new trustees who are forming a transitional board that will work with DABD's leadership to steer the organisation into a new phase where it will become a Deaf and Disabled People's organisation (DDPO) where the Board will be comprised of a majority (75% minimum) of disabled people to lead DABD into its next great decade.

**Anderson Rollock
Chair of DABD**

**The Disablement Association of
Barking and Dagenham**

CEO's Report

Our focus in the past twelve months has been on stabilising our organisation in the aftermath of global events. We are yet to achieve pre pandemic delivery levels, however we have continued to work across Barking & Dagenham, Havering, Redbridge, and Waltham Forest, to empower and support those most adversely affected by the cost-of-living crisis. This includes:

- Disabled people earnings being swallowed up in essential care costs
- Disabled people living in poverty
- Disabled People using foodbanks
- Disabled people affected by the disability pay gap
- Disabled People forced to make the choice of heat or eat

Our organisation was tested in ways that we had not imagined. In quarter three we faced our biggest battle for survival and as a result we have become more resilient and benefitted from learning to be responsive not reactive. The arrival of new Head of Finance, Dawn James, in quarter four contributed to this notable change. In her first one hundred days the reward of her hard work enabled us to envision a brighter future for the organisation.

I am so proud of what this team has accomplished.

We have renewed energy to fulfil our core purpose; to improve the quality of life for all disabled people.

We are also excited to be on a journey to become a user led organisation, this will mean listening more and learning from our clients to co-designing the organisation we are to become. Culminating in the handover of the new organisation by the transition board to the service users.

We are grateful for the support of the new board. We thank our service users and their families for entrusting us with their care. We thank our commissioners, partners, and volunteers, we would not have survived without you. We invite you all to stay with us as we embark on the journey ahead. Get involved, talk with us, work with us, support us to achieve our goals.

In the year ahead, our key priority is our staff and client wellbeing.

Elaine James
CEO

**The Disablement Association of
Barking and Dagenham**

**Trustees' Report
for the year ended 31 March 2023**

The Trustees present their report which incorporates the strategic report set out in company law included in the audited financial statements for the year ended March 2023. The report provides an organisational summary highlighting the charity's key challenges and the obstacles which may have hindered the achievement of our key objectives as well as the actual performance of the charity over the past year.

The trustees, who are also directors under company law, present their report and financial statements for the year ended 31 March 2023.

The trustees confirm that the financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice – Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts with FRS 102.

Objectives and activities

DABD is a local charity that exists to enable inclusion and promote the independence of disabled and elderly people.

Our vision at DABD is centres on: "enabling independence and inclusion for all."

In 2022/23 our objectives were:

1. To focus our resources on our mission to help people overcome social, economic, physical, and emotional barriers to enjoying a full and independent life through our delivery of quality front line services
2. Generate as much net income as possible to invest in essential services by retaining existing contracts and expanding our donor base
3. Collaborate with local likeminded partners to improve and remove the barriers to independent and inclusive living
4. Refurbish DABD's Pembroke Gardens location
5. Celebrate 70 years of existence in Barking and Dagenham through a series of staff wellbeing and community events

Meeting our 2022/23 objectives

The work of PSS, Mobility and Welfare Services teams combined enabled us to fulfil objectives 1 and 3, while our Business Development Lead focussed on objective no 2 with a particular stress on the renewal of our larger sized mobility contracts and increasing the volume of contracts and projects managed by our PSS and Welfare Benefits departments. Funds raised towards the end of the previous financial year enabled us to work on objective 4 and a cross organisation group of staff steered the organisation through the year with social event including walking, baking, BBQing, litter picking and quizzing enabling us to meet objective 5.

DABD's senior leadership team continued to meet regularly throughout the year to support one another and to lead and manage the organisation.

DABD retained its Fleet Operator Recognition Scheme (FORS) bronze level accreditation through external annual audit, its Advice Quality Standard (AQS) accreditation and in February 2023 it retained its Matrix quality standard for information, advice, and guidance services.

The CEO and the Finance Lead put in many hours of additional painstaking work to unravel a longstanding service matter which had adversely affected the organisation's balance sheet and its financial audit in 2021/22. Resolving this matter at the end of the financial year returns DABD to a surer financial footing. The issue negatively affected former trustees who were concerned about the financial and reputation risk resulting in the resignation of three trustees in the year under review.

Throughout the year, in recognition of the continuing process of recovery from the pandemic for staff and clients alike, DABD continued to devote resources to staff wellbeing through: its employee assistance programme, its monthly newsletter, regular virtual coffee breaks with the CEO for all staff, recognition of life events for individual staff and public staff recognition for teams and individuals throughout the year and at the December AGM.

**The Disablement Association of
Barking and Dagenham**

**Trustees' Report
for the year ended 31 March 2023**

The Covid 19 pandemic - continuing effects

In 2021/22 DABD reported the lingering negative effects of the pandemic on face-to-face interaction with clients, holding activities for children and delivering services which in turn affected the organisation's income.

In 2022/23 effects of the pandemic diminished considerably but the organisation continued to take precautions in relation to vulnerable clients in our PSS services and people transported by our Mobility team. This meant continued testing for drivers and there were absences among drivers testing positive for Covid. There were no Covid cases among our clients in our PPS service who reside at The Lodge in Lodge Avenue.

Overview of Performance and financial position

The result for the year is a surplus of £160.8K; turnover for the year increased by 18%.

Operating costs increased by 11% due to post covid out in the community work restarting.

DABD continues to strive to extend services to communities and boroughs in east and northeast London and remains keen to collaborate with likeminded organisations and individuals on a wide inclusion agenda to support London's most vulnerable effectively. The Charity maintains close working relationships with local authorities and collaborates on initiatives that increase the choices of individuals leading to greater independence.

Risk Management

A risk register summarises the principal risks facing the charity graded according to their likelihood and impact and identifies actions to mitigate them.

Risk management is a standing agenda item at all formal board meetings held once every two months. Principal risks to which the charity is exposed as identified by the trustees have been reviewed and systems established to mitigate the risks.

Key areas of risk are linked to staff wellbeing, cybersecurity and data protection, recruitment and reputation and the financial impact of any losses linked to reputation or existing contracts.

To address these DABD has the following in place.

The organisation makes it a priority to manage staff wellbeing and considers the impact on staff of working remotely together with the risks of isolation and lone working. DABD has an employee assistance programme to ensure that all staff have access to personalised support depending on their individual situation in addition to any support from their team lead/ manager.

In 23/24 there are plans to introduce a new wellbeing committee to work alongside our established Health and Safety Committee to enhance staff wellbeing.

Post pandemic there is an even greater need to ensure robust recruitment processes are embedded across the organisation to guarantee that vulnerable service users receive the right level of support and that teams work together to create a positive work culture.

Cyber security remains a top priority for the organisation. Managing our own and our clients' data is key for DABD. Senior staff meet our IT provider bi-monthly to continuously review data management and protection and our CEO regularly reviews any emerging data risk matters with our external Data Protection Officer

As is the case for almost all small charity organisations, there are several potential risks that could have an impact on the charity's budget. These include the risk of an unforeseen drop in income or unbudgeted increases in expenditure.

In 2022/23 this risk was managed closely. However, it did cause some organisational challenges as mentioned earlier in this report.

**The Disablement Association of
Barking and Dagenham**

**Trustees' Report
for the year ended 31 March 2023**

Governance

Policy and strategy for the charity are agreed by the Board of trustees who are advised by the Chief Executive Officer and the Head of Finance. The board has collective responsibility for everything we do, including the legal responsibility to ensure the charity is controlled and managed correctly.

In discharging their collective responsibilities DABD trustees:

- Exercise their powers in line with good governance principles
- Act in the best interest of the organisation
- Maintain financial probity and ensure proper financial management

Last year we reported that DABD's trustees updated the organisation's Articles of Association and adopted new articles at the November 2021 AGM. Expanding and refreshing the board's membership became the next matter for board to tackle. However, the small number of trustees, restrictions on their time and preoccupation with the financial health of the organisation slowed the process of bringing new trustees on board although DABD executive staff identified several prospective new trustees. By December, the board satisfied itself as to the suitability of two candidates and two new trustees joined the board in February 2023.

With the resolution of the financial issues hampering the organisation and taking up executive time and energy, a new phase of possibilities opened. At the last meeting of the financial year three trustees decided to stand down and hand over to new trustees to take the organisation forward. In consultation with the executive, the new trustees made the decision to function as a transition board to facilitate a process of enabling DABD to become a DDPO and their first task became to find likeminded individuals with relevant skills to support that objective. At its board meeting in May 2023, a further two new trustees were appointed bringing the total number of trustees to four: two male and two female trustees.

The transition board has wide-ranging skills and experience in education, management, fleet management, finance, business, and career development.

Board Meetings

In 2022/23 the board held nine meetings on 14 April, 12 May, 25 August, 23 September, 20 October, 18 November, and 2 December 2022 and on 17 February and 17 March 2023. Usually, the board would meet six times a year however as their concerns were raised regarding the continuation of one of our larger transport contracts and funds not being remitted, in error, by the LBBD, additional meetings were held to closely monitor the situation and to receive feedback from the executive.

Following the board meeting on 2 December the board General Meeting and the chair and treasurer addressed a gathering of staff, clients, and invited guests.

Matters Reserved for Board

There are certain matters which the board reserves to itself through a written schedule. These include approval of the annual plan and budget, and overall strategic direction.

During 2022/23 the board continued to maintain a close watch on a few corporate risks including:

1. Safeguarding
2. Financial Controls
3. Information security
4. Health and Safety
5. Staff pensions

Covid 19 was removed as a corporate risk in 2022/23. It remained an operational risk within certain departments of the organisation.

Safeguarding

Trustees receive human resource reports at their meetings and continue to require all DABD staff to be DBS checked. Trustees undergo an enhanced level DBS check.

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Trustees participate in the recruitment of senior level staff with direct safeguarding responsibilities for clients (adults and children) and the CEO has the delegated responsibility for all operational aspects of safeguarding. She supports the PSS Lead and the PSS team on all client safeguarding and staff are trained in safeguarding to levels expected by the organisations, CQS and Ofsted.

Financial Controls

In 2022/23 there was a change of personnel at senior finance level when the Finance Director left towards the end of October. A replacement Head of Finance joined the organisation on 1 December. The outgoing staff member had made it a priority to review and enhance financial controls to ensure continuous improvement to processes.

The compilation of DABD's management accounts and its payroll is outsourced. Having spent time resolving outstanding financial issues with the LBBD as a priority, the Head of Finance has switched focus to improving payroll management and making the management accounts more accessible to board members.

Information security

DABD employs the services of an external Data Protection Officer supplied by GRCI Law, a company expert in GDPR and in Legal Protection.

In 2022/23 Cube Technology remained our IT provider. The appointment was made with a view to improving data safety and security and supporting DABD to move from server to cloud based technology and this has now been achieved.

Health and Safety

Health and safety within the organisation are kept under continuous review. A staff member is responsible for a process of rolling internal audits and inspection to ensure compliance and RIDDOR reporting. This staff member works with and reports to a small committee representing all areas of the organisation.

Staff Pensions

DABD staff are automatically enrolled into our pension scheme, Smart Pension, after three months in post. All staff are actively encouraged to join the scheme and they can do so from day one if they inform the organisation of their wishes in writing.

Reserves Policy

The Charity Commission's CC19 guidance states: *"There is no single level or even a range of reserves that is right for all charities. Any target set by trustees for the level of reserves to be held should reflect the particular circumstances of the individual charity. To do this, trustees need to know why the charity should hold reserves and, having identified those needs, the trustees should consider how much should be held to meet them."*

The charity reviews its reserves policy which annually. Our objective is to be able to hold free reserves equal to six months' operating costs. At present the organisation holds three months' operating costs.

Free reserves are defined as unrestricted funds excluding fixed assets and defined benefit pensions. These free reserves include short-term investment balances, cash, and other working capital balances.

Future Development

While DABD has several core programmes which it runs with local authority support, it also puts strenuous efforts into raising additional resources to enhance its programme provision and to add to its overall service provision and community support.

Our focus in 2023/24 is as follows:

Governance

- To recruit new trustees to work alongside our transition board
- Invest in fundraising with a view to raising increased unrestricted and capital funds

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Programmes

- To increase our work with families and children with disabilities through the Empowering Parents Empowering Communities Programme
- Expand the number of children benefitting from our regular Holiday Activities and Food programme
- Replicate our successful short breaks programme in other boroughs
- Continue the refurbishment of Pembroke Gardens to become a dedicated resource tailored to the needs of SEND children
- Train Travel Trainers for likeminded partner organisations
- Renew our MOAT contract successfully and continue to partner with Eastway Care to deliver vital mobility services to a broad range of disabled clients
- Pilot NHS transport services
- Explore new ways of collaborating with community organisations in the borough to reach people seriously affected by the cost-of-living crisis and health inequality
- Expand existing programmes and projects that support residents tackle the cost-of-living crisis by accessing welfare benefits and energy support and to get back to or into work
- Improve social care choices
- Continue our internal audit processes with a view to maintaining our external service accreditations and quality assurance e.g., Disability Confident, FORS, AQS and Matrix
- Provide opportunities to interns
- Provide placements to students

Staff wellbeing and reward

- To establish a staff welfare committee
- To introduce a death in service benefit
- To review drivers' pay to align with organisational increases from 1 April 2023
- Enhance leadership capabilities

As ever, we want to ensure that DABD is a great place to work.

Departmental Reports:

Personal Support Services (PSS)

1. Independent Travel Training

DABD's Independent Travel Training programme helps young people with disabilities, special educational needs (SEN) or additional needs, to develop coping strategies, road, and personal safety skills so that they can make the journey to their place of education independently. This could be by walking or using the bus, train or tube or a combination of several transport modes.

In 2022/2023 the programme was operational in the London Boroughs of Havering and Waltham Forest. DABD supported a total of eighteen children from these boroughs.

For example, a student who was supposed to train with us was repeatedly suspended from school which meant he could not get going with DABD's travel training. However, once he got onto the programme and began working with his travel trainer, he started to enjoy making the journey to and from school and to feel calmer and more confident about going to and being in school. Not only did he complete the training programme, but the school suspensions also stopped too. Our team concluded that the Travel Training helped the student to control his fears and anxieties and learn coping strategies which in turn enabled him to overcome some of challenges he faced which contributed to the school suspensions.

The Travel Training programme is designed to create long-term positive effects which can support young people through their transition into adulthood. This includes improved:

- Social interaction skills
- Life skills
- Self-esteem
- Management of fears and anxieties
- Responsibility
- Road safety awareness

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- Time management
- Coping strategies
- Communication skills

2. Kids Patch Club

Kids Patch is our Ofsted registered weekend club for children and young people aged 5 + with disabilities or additional needs. In 2022/23 DABD's programme was funded by the London Borough of Havering. Kids Patch Club offers a friendly, fun, social and inclusive environment for three age groups (5 – 8, 9 – 13 and 14 – 18) with specialist equipment and facilities and trained staff.

The entire programme had to be rebuilt following on from the Covid-19 pandemic. This was down to the vulnerable situation of the children and their families. New staff also had to be recruited but in 2022/23, DABD supported thirty-one children throughout the year.

Activities include role play, painting, dancing, messy and sensory play allowing parents and carers 6 hours respite allowing them to deal with other responsibilities. Children are cared for in a safe environment and are encouraged to engage in themed activities promoting confidence, positive relationships and of course, fun!

During the year 12 children, new to the programme, joined as did five additional staff members. DABD had meetings with Barking and Dagenham borough about running a similar programme for them too and is hopeful of securing the borough's support in 2023/24.

3. Holiday, Activities and Food Programme (HAF)

The Holiday, Activities and Food Programme is an out of term programme supported by central government and run by London boroughs. This holiday provision is for school aged children from 5 to 18, who receive benefits-related free school meals and for kids with special educational needs and disabilities.

The HAF programme aims to have a positive impact on children and young people by:

- Providing consistent and easily accessible enrichment activities such as yoga sessions designed for neurodiverse children
- Involve children (and parents) in healthy food preparation
- Use local partnerships and connections, particularly the voluntary and community organisation sector

In 2022/2023, DABD successfully ran three HAF programmes, during the Easter, Summer, and Winter half term holidays. We worked to encourage and promote a healthy lifestyle through activities and food, exercise (a professional yoga teacher came once a week), and outside play activities (football, dance, hide and seek, and playing in the local park). We also encouraged and supported the young children to express their individuality and emotions in a safe environment.

This year, we ran a special workshop with two photographers. They joined us and assisted the children to snap images of different settings in the world around them that make them feel joyful and unique.

Since Easter 2022, 165 children have been part of the programme and we hope to include seventy-five children in the 2023 summer holidays.

Day 1 of the programme can be a big day for our participants. It is all new and unfamiliar. One little person was unhappy and reluctant to stay on day one and we had to let him go home. However, he then found out that a friend from school would be attending our programme too and was tempted back again. Once in the programme, he made new friends and became comfortable. Apart from the outdoor games, making fruit salad working as part of a team with new friends was a real highlight. He enjoyed his time with DABD so much he wants to come back again as soon as possible.

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4. Personal Care (Community)

For many years DABD has been supporting four clients to live independently with the support they require to fully enjoy life possible. Community based clients receive support according to their assessed needs which can include personal care and daily living activities.

5. Independent Living

The organisation supports eight clients living independently in the community. Each client lives in their own flat, with their own front door and private space in a building called The Lodge in the borough of Barking and Dagenham.

The Lodge clients receive round the clock support consisting of personal care (eating, dressing, washing, taking medication), daily living activities (shopping, housework, attending hospital and GP appointments) and social activities including getting out and about in the community to meet friends, go for meals and to go on holiday with a strong focus on people doing what they want to do, when they want to do it.

DABD staff help with:

- personal care (bathing, grooming, washing, and dressing)
- getting in and out of bed
- making meals and eating
- preparing light meals and snacks
- cleaning, shopping, and laundry
- support to attend social activities or appointments – trips out, going for a walk, visiting family or friends, or attending doctor's or hospital appointments
- specialised care for people with high levels of need

One of the highlights of the 2022/23 year was the work we did with the Salvation Army to reunite a client with his brother. They are in touch with one another again now and thoroughly enjoying the mutual family support this affords them both. Our staff based at The Lodge played a vital role in the reunion.

During the Christmas period, the PSS and Mobility teams collaborated and arranged for a group outing for DABD's Lodge clients to view displays of Christmas lights in and around Hornchurch. The clients had an enjoyable time on an evening out and this was something they had not been able to do the previous year due to Covid restrictions. One of the clients told our staff just how much the Christmas lights brought back childhood memories.

6. Empowering Parents, Empowering Communities (EPEC)

EPEC is a parenting programme that combines the latest developmental science and theory with well-evidenced parenting strategies and methods. It is for mothers, fathers and other family carers focused on the different developmental periods from birth to adolescence, with specialist groups for parents and children with additional needs, such as ADHD, autism, parental mental health, and co-parent conflict.

EPEC groups aim to improve child development, parenting, family resilience and coping strategies. The programme is also designed to improve access to effective parenting support particularly for socially excluded families and communities.

Working with Sycamore Trust, DABD commenced its first EPEC delivery group towards the end of 2022/23 with parents from the local community. In 2022/23 DABD staff were trained externally to certificate level to deliver the course of ten weekly, six-hour sessions using evidence-based methods.

Once the first course is complete, the parents who graduate can go on to train as parent group leaders to deliver the "Being a Parent" course which we will run in 2023/24.

Mobility Services

DABD's Mobility Division plays a vital role in promoting social equity, addressing transport inequalities, and building stronger communities. By enhancing accessibility, reducing isolation, and improving wellbeing, our services contribute significantly to social value and the overall welfare of individuals and communities in Barking and Dagenham and neighbouring boroughs.

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DABD's services enable people with limited mobility options get to school and to work, to participate in social activities, access healthcare, go shopping, socialise, and maintain a level of independence.

The Team comprises the Divisional Lead, four Team Leaders and a driver/ administrator, 50 drivers (36 paid full time, 13 paid part time and one volunteer) operating 35 fully accessible passenger-lift vehicles, of which one is equipped with stretcher and oxygen facilities.

All drivers are MiDAS (Minibus Driver Awareness Scheme) trained. We also have Passenger Assistant Training Scheme (PATS) trained Passenger Assistants if required by passengers.

Mobility Services also offers daily living equipment for purchase (wheelchairs, scooters, walking aids, adapted household items and personal care products such as bathing aids and commodes).

Commissioned Services and Contracts

DABD provides the following partners with mobility support services:

1. We provide Eastway Care Ltd with twenty-two buses and drivers for three-day care centres. Eastway is a care provider offering respite and day services for clients in northeast London. Eastway renewed its contract with DABD in 2022/23 for three more years.
2. DABD is a Dial-a-Ride MOAT (Multi Occupancy Accessible Transport) partner commissioned by Transport for London (TfL). DABD provides 49 Dial-a-Ride shifts every seven days including on weekends. In 2022/23 DABD went through the rigorous retendering process for a new MOAT contract. In June 2023 TfL renewed its contract with DABD for a further five years.
3. We supply Havering Learning Disability Society with three vehicles to transport its members to their Monday Club and to go swimming on Saturdays.
4. We support the North East London Integrated Care Board transporting people to retinal screening appointments at Porters Avenue Clinic and Homerton Hospital on an ad-hoc basis.

Support to other DABD division and other ad hoc support

Our team collaborated with colleagues across the organisation on many occasions during the year and our work included:

1. Support to the Community Fridge Project: We collected food and hygiene items donated by supermarkets and delivered food parcels to residents and local groups.
2. Support to Staff: Mobility ran a shuttle bus service for our PSS staff working with clients on Christmas Day 2022, enabling them to get to and from work when no public transport is available. We also transported our PSS Division clients enabling them to travel more widely during their social hours.
3. On 19 July 2022, DABD joined local emergency services and sent eleven minibuses and drivers to aid the evacuation of over one hundred residents affected by wildfires in Beam Parklands which spread and engulfed nearby homes. Over one hundred firefighters were at the scene where fourteen houses and twenty-five vehicles were destroyed. DABD ferried the displaced residents, their belongings and their pets to a refuge area set up at Dagenham and Redbridge Football Club.
4. The division provides an internal "man and van" service to the organisation on an ad hoc basis during the quieter hours of the day. As a result, DABD does not have to hire or pay for costly services. DABD receives donations in kind and our drivers support core services and gets items to where they need to be.

Delivering Social Value

Our work:

- increases access and inclusion to education, training and work, health and medical appointments, leisure, independence and the right and freedom to travel
- reduces social isolation, enhances participation in recreational activities contributing to overall wellbeing and better mental health
- improves quality of life by offering choice and reliable services
- enhances community connections and cohesion
- encourages voluntarism

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- is sustainable and environmentally friendly

Challenges for the future

- 2022 saw a huge and sudden increase in the cost of fuel and these have remained high
- DABD must remain relevant, maintain high standards of service, and continue to be the go-to partner for Commissioners in our field and geographical location
- DABD owned vehicles are aging and will be subject to the daily Ultra Low Emissions Zone (ULEZ) charge when the exemption for Community Transport vehicles runs out in September 2025
- Going green: vehicles owned by the organisation will have to be replaced, suitable premises for recharging vehicles will have to be found
- Future sustainability of the Division - DABD's board is committed to examining the possibility of the Mobility Division becoming a Community Interest Company for its own sustainability and to add the overall sustainability of the organisation

Statistics for the year

In 2022/23 DABD provided 120,064 passenger journeys.

In addition to day care centres and private destinations, we took passengers to hospitals, dentists, and clinics, to shops, schools, colleges, faith centres, to weddings and funerals, on holidays, to airports, to museums and theatres.

Mobility provided transport for leisure activities including swimming, boating and Outward Bounds centres in Blackpool, Southport, Norfolk, Suffolk, Surrey, East Sussex, Hertfordshire, Birmingham, Hampshire, Kent, Essex, and London.

Mobility vehicle statistics for 2022/23	
Distance travel by fleet vehicles	705,057 km
Total fuel used by fleet	94,628 litres
Average fleet fuel consumption	7.45 km/l
Total fleet Co2 emissions	376.70 mt
Total fleet NOx and PM emissions	559.14 kg
Total passenger numbers	120,064

Welfare Services

Overview

2022/23 was a successful year in the Welfare Services Team in which we took on new contracts, updated our systems and restarted working directly with some clients in the community post pandemic. The biggest challenge for local communities this year was the cost of living, particularly energy and food costs and managing family budgets.

The Team continued to keep on top of its own training needs enabling it to give accurate and impartial advice to clients assisting them to remain independent, financially stable and to sustain as healthy a life as possible. This often involved several, lengthy, wide ranging meetings with clients going through budget statements, reviewing outgoings and incomings, benefits application form filling, income maximisation and first level debt advice and referrals.

Our experiences in 2022/23 showed the team and the wider organisation the extent to which our services are needed and valued more than ever as prices rise and incomes squeezed.

Accreditation

DABD is accredited with the Advice Quality Standard (AQS) at general help level for casework in welfare benefits. Our AQS agreement was extended by two years in March 2022 following an AQS review. We are members of Advice UK, the national body for organisations providing advice and following an intense assessment we successfully met the standards and Matrix awarded accreditation for a further three years.

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Contracts

1. Citizen Advice Barking and Dagenham (CABD) Enhanced Welfare Rights (EWR)

CAB EWR is a longstanding project where DABD supports vulnerable client groups through enhanced welfare rights advocacy, income maximisation support and with advice and form completion.

With clients in the borough being turned down at application stage for various benefits, we assist clients through both the Mandatory Reconsideration and Appeals processes. This can be a highly stressful and emotional time for clients and the Team must manage this.

In 2022/23, we delivered 708 advice sessions with clients aged 16 to 90. We supported them to claim a range of benefits including Disability Living Allowance (DLA), Personal Independence Payment (PIP), Attendance Allowance (AA), Pension Credit (PC) Housing Benefit (HB), Council Tax Benefit, Employment Support Allowance (ESA), Job Seekers Allowance (JSA) and Universal Credit (UC) as well as mandatory reconsiderations and appeals.

As a result, the service generated over £1,431,513 in additional benefits for clients in 2022/23

While referrals are received from the EWR/CABD triage team, our solid presence in the community means DABD receives referrals by word of mouth through former clients we have successfully assisted. We continue to receive referrals from a broad local network including LBBD social workers, the housing department, Jobcentre Plus, Job Shops, Homes and Money and other local voluntary organisations including Carers and the Independent Living Agency. And because DABD takes a comprehensive approach, internal referrals are key. The team receives internal referrals from our Personal Support Services, Mobility, Travel Training services and from the Golden Years 60s plus social and volunteer group.

Again, taking a comprehensive approach, we support our clients by referring or signposting them to local organisations in whom we have confidence on issues where our support can only take clients so far. This relates to complex issues linked to housing, homelessness, and debt. We refer to: Home Hub, Citizens Advice, RAMFEL, Step Change among many.

DABDs also offers home visits to the most vulnerable and difficult to reach clients.

The EWR programme has been invaluable to clients in the face of ongoing severe welfare reforms and the roll out of Universal Credit.

2. London Borough of Havering Emergency Assistance Scheme (HEAS)

DABD manages the Havering Emergency Assistance Scheme on behalf of the borough of Havering. In 2022/23 the Scheme received 15,937 applications for assistance. DABD was able to make awards to 82% of applicants helping 13,036 clients supplying items including furniture, white goods, and grant payments. The value of support to residents was just under £1,450,000.

Local Job Centres routinely advise their clients to contact us. Havering residents who have benefited and know others who are struggling also play a role in referring people to the scheme and Havering Council refers residents directly to the website.

3. London Borough of Barking and Dagenham (LBBD) Job Shops

The LBBD Job Shop service provides clients with "better off" calculations, comprehensive advice, and information about in-work benefits (and transitioning to Universal Credit) to which they are eligible by taking up employment. This is an important service because client fear being worse off financially if they give up the safety net of benefit entitlements.

In 2022/2023 DABD helped eighty-seven residents understand how finding work will affect them. This resulted in £13,767 extra benefits/ individual savings for the clients and £9,002 in savings for the borough in housing costs. Providing "better off" calculations enable clients to make informed decisions about the number of hours they can afford to work considering incoming support and outgoing payments. Clients are better prepared financially before moving into employment. This service acts as a motivational tool and clients are often surprised and encouraged by how much better off they will be financially, to say nothing of other in work benefits.

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4. London Borough of Barking and Dagenham (LBBD) Pension Credit

On Pension Credit, the priority was to support clients aged over sixty-five to claim this benefit as many who are entitled to it do not do so. This involved working with vulnerable "hard to reach" residents in the LBBD and inform them of their potential entitlement. This involved phone calls, emails, house calls to assist with a benefit check and support and online claim. We supported over 120 residents and generated additional income for them of over £129,000 per annum.

5. London Borough of Barking and Dagenham (LBBD) Benefit caps

DABD worked with the LBBD to support residents affected by the Benefit Cap, including long term claimants. The main purpose of the project was to advise clients and make sure they receive the right support by providing information and signposting to better off calculations, other benefit applications including Child Disability Living Allowance (CDLA) and Personal Independence Payments (PIP).

We supported seventy-eight clients with information, advice and guidance enabling a difference to their benefits of £296,448 per year, an average of £3,800 per client and their family.

DABD Projects

1. Golden Years

Golden Years is a longstanding DABD project where we support residents who may otherwise be subject to isolation and loneliness. The project has brought together four hundred isolated residents of Barking, Dagenham and Havering aged over sixty.

Through their volunteer steering group and one staff member's time the Golden Years groups have organised events and trips throughout the year. They went on days out to Clacton, Southend, Margate, Hastings, and a Christmas time trip to the Isle of Wight. The organised parties for the Queen's Platinum Jubilee and for New Year, held an event at a local pub to raise money for residents who lost their homes in the July wildfires.

Volunteers from Golden Years staffed DABD's own "Warm Space" project from January to March 2023 when DABD opened its doors to residents struggling to stay warm at home.

2. Smart Energy GB

DABD worked on a contract with National Energy Action (NEA) and Smart Energy GB (SEGB) contacting clients in need of impartial support to understand better their energy use and how smart meters could help.

DABD met 3,544 people face to face, 2,466 of whom were in our target group (over 65's). We helped a further 188,868 people indirectly through advertising and promotional material with 35,563 in our target group.

This project created a new knowledge base within the Welfare Services team and enabled us to take on related work.

3. London Borough of Barking and Dagenham (LBBD) Energy Efficiency Officer (EEO) /Warmer Homes

The LBBD EEO project ran from 1 April to 31st March during which time energy bills soared. Government support for vulnerable clients changed rapidly and many consumers were not able to keep up with the pace of change or the latest advice.

Our aim was to ensure that everyone who raised an energy related question received relevant information, advice, or guidance. Maintaining up to date information and translating that into practical advice was key to the success of this project.

We worked with forty-seven families; provided advice and guidance, supplied energy efficient white goods and other energy saving devices, making a saving of £33,302 per year, a £709 difference per home.

4. London Borough of Redbridge (LBR) Energy Efficiency Officer/Warmer Homes

The LBR EEO project duplicated the LBBD project and began in the winter.

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We worked with 11 families; provided advice and guidance, making savings of £6,623.00 per year, a £602 per home.

5. Clarion Futures Digital

Clarion FD gave DABD a grant to promote digital inclusion and to help Clarion's social housing clients to get online and stay connected. DABD's role was to support residents develop their digital skills and build their confidence to use these skills.

We held thirteen sessions at various locations with residents of Clarion Housing and the local community, including some of our Golden Years members. These groups were successful, and residents completed assessments to show how they had learned new digital skills.

Business Development and Commercial

Overview

The role of Business Development and Commercial (BD&C) Lead was established in March 2020. The postholder works to support DABD deliver successful outcomes linked to financial, strategic growth and development objectives. There is a strong focus on business development opportunities (principally via new/extended contracts and grant funding) and working with the CEO, the Head of Finance, and the divisional leads to support the charity fulfil its strategic plan and meet its budget objectives.

Day-to-day, this manifests itself in four principal areas of activity:

- Research, prepare and submit grant funding applications to support organisational stability and future growth
- Working with the divisional leads to extend or secure new business contracts for the charity.
- Creating, developing, and actively participating in partnerships and collaborations with organisations that mirror the vision and values of the charity
- Identify and deliver cost savings or enhancements to the charity's supplier chain and service network

In the period of this report, the BD&C function has focussed on the following key areas:

Grant Funding

Between April 2022 and March 2023, DABD secured new contract and grant funding of £545,426 from several trusts, foundations, funding bodies, organisations and local authorities including:

1. Argos
2. B&Q Community Fund
3. Barking Enterprise Centre
4. BD Collective
5. Clarion Futures Digital, Co-op Local Community Fund
6. M&S Fund
7. National Education Union
8. Neighbourly
9. Retired Ford Workers
10. Sainsburys
11. Smart Energy GB/ National Energy Action (NEA).
12. Tesco/Groundwork
13. The Baily Thomas Charitable Fund
14. The Lankelly Chase Foundation (Kingsley Hall)
15. The London Marathon Charitable Trust
16. UNITE
17. We Are Digital

During the period, we built a healthy pipeline of applications at different stages of development totalling £1,095,776. By the nature of the grant funding and local authority procurement process, we know that not all these applications will be successful. However, our application pipeline is healthy, steadily building week on week and will continue to grow into the new fiscal year and beyond.

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Contracts

Across the past twelve months, we have once again focussed heavily on retaining and developing new contractual income streams with local authorities, commissioners and organisations that are more aligned with the strategic aims of our charity.

Our working relationships with all the local boroughs have strengthened significantly as we have secured several new contracts with the London Boroughs of Barking & Dagenham, Redbridge, Havering, and Waltham Forest.

Partnerships and Collaborations

As in previous years, much of our effort has been focussed on identifying, developing, and maintaining new and existing partnerships and collaborations, that mirror with the vision and values of our charity.

We have continued to lead, support, facilitate and participate within several borough wide and other local authority steering groups, projects, and new initiatives.

This level of commitment and personal investment demonstrates that DABD really want to take on a responsive and continually active role in the successful future of the borough and the neighbouring local authorities and organisations we collaborate with, and which work with us.

Our list of new and existing partnerships continues to build and includes the following like-minded organisations:

Ab Phab Youth Club, Al Madina, Advice Plus Barking & Dagenham, Advice UK, Argos, BD College, BD Collective, BD Giving, B&Q, Barking & Dagenham CVS, BEC, Breezie, Carers of Barking & Dagenham, Citizens Advice Bureau (B&D), City Bridge Trust, Community Re-Paint, Community Transport Association, Community Fridge, Community Mental Health Team, Co-op Local Community Fund, Care Quality Commission (CQC), Dagenham & Redbridge FC, Dial A Ride, DfL, Department of Work & Pensions (DWP), Eastway Care, Edward Gostling Foundation, First Stop Healthcare, Ford Britain Trust, Good Things Foundation, City Bridge Trust, Harmony House, Havering Learning & Disability Society (HLDS), Havering SENDIASS, HSBC, Job Centre Plus, Kickstart, Kingsley Church Hall & CC, Lankelly Chase Foundation, Locality Leads, London Community Foundation, Money Advice & Pension Service (MAPS), Skanska UK, M&G Community Fund, Marks Gate Community Centre, Mind in Havering & B&D, Morrisons Foundation, National Lottery, Neighbourly, NHS, Ofsted, Oomph Wellness, Participatory City, Progress Project, Sainsburys, Skills Funding Agency, Refuge UK, Reconnections, Scope, Skanska UK, Smart Energy GB (NEA), Stay Safe East, Sycamore Trust, Tesco, Thames Ward Community Project, TfL, TreeTops (Romford) Ltd, Trust for London, UK Youth, Variety Charity, Voiceability, Volunteer Barking & Dagenham, Waitrose, and the London Boroughs of Barking & Dagenham, Barnet, Havering, Newham, Redbridge and Waltham Forest

Suppliers

Finally, onto the last workstream that has been the focus of Business Development and Commercial activity over the past year.

The key driver here is to identify and deliver cost savings or enhancements to the charity's supplier chain and service network. The principal objective remains to reduce expenditure without compromising the service levels we receive and where possible, enhance the functionality or product offering from the supplier.

Auditors

The auditors, Moore Kingston Smith LLP, are deemed to be reappointed under section 487(2) of the Companies Act 2006.

Approved by order of the board of trustees on 21-9-23 and signed on its behalf by:



Anderson Rollock, Chair of trustees

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**Statement of Trustee Responsibilities
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The trustees (who are also the directors of The Disablement Association of Barking and Dagenham for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

In so far as the trustees are aware:

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

**Auditors Report to the Trustees of
The Disablement Association of Barking and Dagenham**

Opinion

We have audited the financial statements of The Disablement Association of Barking and Dagenham for the year ended 31 March 2023 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 'The Financial Reporting Standard Applicable in the UK and Ireland' (United Kingdom Generally Accepted Accounting Practice).

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 2023 and of its profit for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

Basis of opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs(UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the audit of financial statements section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our unqualified opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

**Auditors Report to the Trustees of
The Disablement Association of Barking and Dagenham (continued)**

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

-
- adequate accounting records have not been kept by the charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we required for our audit.

Responsibilities of directors

As explained more fully in the trustees' responsibilities statement set out on page 17, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the charitable company.

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the charitable company and considered that the most significant are the Companies Act 2006, the Charities Act 2011, the Charity SORP, and UK financial reporting standards as issued by the Financial Reporting Council.
- We obtained an understanding of how the charitable company complies with these requirements by discussions with management and those charged with governance.
- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.
- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.
- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

**Auditors Report to the Trustees of
The Disablement Association of Barking and Dagenham (continued)**

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our Auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our Auditor's report. However, future events or conditions may cause the charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

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 for no purpose other than to draw to the attention of the charitable company's members those matters which we are required to include in an Auditor's report addressed to them. To the fullest extent permitted by law, we do not accept or assume responsibility to any party other than the charitable company and charitable company's members as a body, for our work, for this report, or for the opinions we have formed.

Orbital House
20 Eastern Road
Romford
Essex
RM1 3PJ


Karen Wardell (Senior Statutory Auditor)
For and on behalf of Moore Kingston Smith LLP
Chartered Accountants

Dated: 22 September 2023

**The Disablement Association of
Barking and Dagenham**

**Statement of Financial Activities
for the year ended 31 March 2023**

	Notes	Unrestricted fund £'s	Restricted fund £'s	2023 £'s	2022 £'s
Income					
Donations, Legacies & Similar Income	3	8,452	-	8,452	2,599
Charitable Activities - Objects	4	3,308,185	29,288	3,337,473	2,823,835
Other income		-	-	-	18,317
Investment Income	5	76	-	76	56
Total Income		3,316,713	29,288	3,346,001	2,844,807
Expenditure					
Charitable Activities - Objects	6	2,498,486	26,785	2,525,271	2,255,460
- Administration	7	659,883	-	659,883	665,329
Total Expenditure		3,158,369	26,785	3,185,154	2,920,789
Net Income/(Expenditure)		158,344	2,503	160,847	(75,982)
Transfer between funds		-	-	-	-
Total Funds Brought Forward		23,755	44,723	68,478	144,460
Total Funds Carried Forward	15	182,099	47,226	229,325	68,478

The statement of financial activities includes all gains and losses in the year. All income and expenditure derives from continuing activities.

The notes on pages 24-33 form part of these accounts.

**The Disablement Association of
Barking and Dagenham**

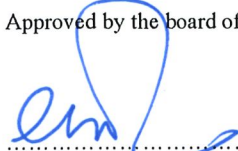
**Balance Sheet
for the year ended 31 March 2023**

	Notes	2023	2022
		£'s	£'s
Fixed Assets			
Tangible Fixed Assets	10	50,820	57,594
Current Assets			
Debtors	11	560,536	409,382
Cash at bank and in hand		115,680	42,481
		<u>676,216</u>	<u>451,863</u>
Creditors: amounts falling due within one year	12	<u>(497,711)</u>	<u>(440,979)</u>
Net current assets		<u>178,505</u>	<u>10,884</u>
Net Assets		<u>229,325</u>	<u>68,478</u>
Represented by:			
Restricted funds		47,226	44,723
Unrestricted funds		182,099	23,755
Funds of the Charity	15	<u>229,325</u>	<u>68,478</u>

These accounts are prepared in accordance with the Charity SORP (FRS102) and the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

The trustees acknowledge their responsibilities for complying with the requirement of the Companies Act with respect to accounting records and the preparation of financial statements.

Approved by the board of trustees on 21-9-23 and signed on behalf.



Anderson Rollock (Chair of trustees)

Company no.: 2800290

The notes on pages 24-33 form part of these accounts.

**The Disablement Association of
Barking and Dagenham**

**Statement of Cash flows
for the year ended 31 March 2023**

	2023	2022
	£	£
Cashflow from operating activities:		
Net cash (used in)/from operating activities	89,487	(100,057)
Cashflow from investing activities		
Investment income	76	56
Acquisition of tangible fixed asset	(6,835)	(2,563)
Cash provided from investment activities	<u>(6,759)</u>	<u>(2,507)</u>
Change in cash or cash equivalents	82,728	(102,564)
Cash at 01/04/2022	32,952	135,516
Cash and cash equivalents at 31/03/2023	<u>115,680</u>	<u>32,952</u>

Analysis of changes in net debt

	1 April 2022	Cash flows	31 March 2023
	£	£	£
Cash at bank	42,481	73,199	115,680
Bank overdrafts (note 12)	(9,529)	9,529	-
Cash and cash equivalents	<u>32,952</u>	<u>82,728</u>	<u>115,680</u>

	2023	2022
Reconciliation of net cash from operating activities		
Net income/(expenditure)	160,847	(75,982)
Interest received	(76)	(56)
(Decrease)/increase in debtors	(151,154)	(67,402)
Increase in creditors	66,261	97,110
Vehicle fair value adjustment	-	(54,500)
Depreciation	13,609	773
Net (used in)/cash from operating activities	<u>89,487</u>	<u>(100,057)</u>

The notes on pages 24-33 form part of these accounts.

**The Disablement Association of
Barking and Dagenham**

**Notes to the Financial Statements
for the year ended 31 March 2023**

1. ACCOUNTING POLICIES

The Disablement Association of Barking and Dagenham is a private company limited by guarantee domiciled and incorporated in England and Wales. The registered office is Pembroke Gardens, Dagenham, Essex RM10 7YP.

Basis of accounting

The financial statements have been prepared under the historical cost convention and in accordance with the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland effective 1 January 2015 (The FRS 102 Charities SORP), the Companies Act 2006 and Charities Act 2011.

The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest pound.

The Trustees confirm that the Charity meets the definition of a public benefit entity under FRS 102.

Income

Voluntary income, grants and donations are included in income when they are receivable, except when the donors' conditions have not been fulfilled, and then the income is deferred.

The income from fundraising ventures is shown gross, with the associated costs included in fundraising costs.

The charity receives the benefit of work carried out by volunteers and receives the use of facilities and equipment without charge. No value is placed on these gifts in kind within the accounts.

Expenditure

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Individual assets costing £500 or more are capitalised at cost.

Depreciation is provided on all tangible fixed assets at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings	- 25% straight line
Motor vehicles	- 20% reducing balance
Equipment	- 25% straight line

Taxation

The charity is exempt from corporation tax on its charitable activities.

Volunteer help

The Trust receives support from a wide variety of volunteers. It is not practical to place a value on the time volunteered by all these persons, due to the variety of duties performed, the differences in time spent, and the sheer number of volunteers who gave of their time.

Pension costs

The Trust operates a defined contribution scheme for the benefit of some of its employees. The costs of the defined contributions are written off against incoming resources in the year they are payable. The assets of the scheme are held separately from the Trust in independently administered funds. The majority of the employees are members of a money purchase policy, which was set up to meet the government's requirements regarding pension provisions for all staff. Contributions to the policy made on behalf of employees are also charged against incoming resources in the year they are paid.

**The Disablement Association of
Barking and Dagenham**

**Notes to the Financial Statements
for the year ended 31 March 2023**

1. ACCOUNTING POLICIES (CONTINUED)

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Going concern

The charity had net income of £160,847 (2022: net expenditure of £75,982) during the year ended 31 March 2023 and, at that date, the charity's unrestricted reserves had increased to £182,099 (2022: decrease to £23,755). These results for the year to 31 March 2023 are a direct result of the effects of the lift of all restrictions previously hindering the charity's operations. Forecast and budgeted results and cash flows for the next 12 month period are positive and at the time of approving these financial statements the trustees have a reasonable expectation the charity can continue in operational existence for a period of at least 12 months from the date of signing these financial statements.

The charity therefore continues to adopt the going concern basis in preparing its financial statements.

Financial assets and liabilities

The charitable company only has basic financial instruments.

Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks and other short-term liquid investments with original maturities of three months or less.

Government grants

Government grants are recognised at the fair value of the asset received or receivable when there is reasonable assurance that the grant conditions will be met and the grants will be received.

A grant that specifies performance conditions is recognised in income when the performance conditions are met. Where a grant does not specify performance conditions it is recognised in income when the proceeds are received or receivable. A grant received before the recognition criteria are satisfied is recognised as a liability.

2. CRITICAL ACCOUNTING ESTIMATES AND JUDGEMENTS

In the application of the charitable company's accounting policies, the trustees are required to make judgments, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised, if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

Key sources of estimation uncertainty

Useful economic lives of tangible fixed assets

The annual depreciation charge for tangible fixed assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets. See note 10 for the carrying amount of the tangible fixed assets and note 1 for the useful economic lives for each class of asset.

**The Disablement Association of
Barking and Dagenham**

**Notes to the Financial Statements
for the year ended 31 March 2023**

3. DONATIONS, LEGACIES AND SIMILAR INCOME

	2023	2022
	£'s	£'s
Donations	8,452	2,599
	<u>8,452</u>	<u>2,599</u>

4. INCOME FROM CHARITABLE ACTIVITIES - OBJECTS

	2023	2022
	£'s	£'s
Golden Years	-	5,000
Transport Services	1,906,490	1,850,782
Welfare Benefits	243,860	145,003
Havering ESS	90,997	57,437
Personalisation & Personal Care Services	957,510	615,301
Travel Training	25,244	34,889
Core and Other Income	84,084	33,809
Kickstarters	8,288	65,714
Pembroke Gardens	21,000	15,900
	<u>3,337,473</u>	<u>2,823,835</u>

The above income includes £29,288 (2022: £81,614) which relates to restricted funds.

**The Disablement Association of
Barking and Dagenham**

**Notes to the Financial Statements
for the year ended 31 March 2023**

5. INVESTMENT INCOME

	2023	2022
	£'s	£'s
Interest received	76	56
	76	56

6. EXPENDITURE ON CHARITABLE ACTIVITIES - OBJECTS

	2023	2022
	£'s	£'s
Transport Services	1,701,582	1,558,513
Welfare Benefits	186,439	165,175
Havering ESS	-	1,201
Kickstarters	10,350	43,145
Pembroke Gardens	16,435	-
Personalisation & Personal Care Services	586,910	487,426
Travel Training	23,555	-
	2,525,271	2,255,460

The above expenditure includes £26,785 (2022: £43,145) which relates to restricted funds.

All of the above expenditure relates to direct costs of the charity and staff costs have been allocated to the individual charitable activities.

**The Disablement Association of
Barking and Dagenham**

**Notes to the Financial Statements
for the year ended 31 March 2023**

7. CHARITABLE ACTIVITIES - ADMINISTRATION

	2023	2022
	£'s	£'s
Sales and office costs	646,083	654,829
Audit Fee	13,800	10,500
	659,883	665,329

The above expenditure includes £nil (2022: £nil) which relates to restricted funds.

8. NET INCOME/(EXPENDITURE)

Net income/(expenditure) for the year is stated after charging:	2023	2022
	£'s	£'s
Depreciation	15,208	773
Audit fees	11,520	10,920
Non audit fees paid to the company's auditor	1,182	1,740
Operating lease charges	121,344	82,711

9. STAFF COSTS

No remuneration was paid to trustees in the year. During the year no employees (2022: none) earned between £60,000 and £70,000 per annum.

Remuneration of the Charity's key management personnel in the year was £159,581 (2022: £116,600).

	2023	2022
	£'s	£'s
Wages and salaries	1,820,529	1,731,647
Social Security	131,848	125,126
Pension	31,554	30,967
	1,983,931	1,887,740

	2023	2022
No of employees by functions:		
Welfare Benefits	9	7
Personal Care Services & Travel Training	49	38
Corporate Services	8	10
Mobility Services	49	37
	115	92

**The Disablement Association of
Barking and Dagenham**

**Notes to the Financial Statements
for the year ended 31 March 2023**

10. TANGIBLE FIXED ASSETS

Cost	Equipment £'s	Vehicles £'s	Total £'s
At 01/04/2022	80,013	243,146	323,159
Additions	6,835	-	6,835
	86,848	243,146	329,994
Depreciation			
At 01/04/2022	76,919	188,646	265,565
Fair value adjustment	-	-	-
Charge in year	2,709	10,900	13,609
	79,628	199,546	279,174
As at 31/03/2023	7,220	43,600	50,820
As at 31/03/2022	3,094	54,500	57,594

11. DEBTORS

	2023 £'s	2022 £'s
Trade debtors	130,299	227,340
Prepayments and accrued income	429,946	159,926
Other debtors	291	22,116
	560,536	409,382

**The Disablement Association of
Barking and Dagenham**

**Notes to the Financial Statements
for the year ended 31 March 2023**

12. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023 £'s	2022 £'s
Trade creditors	196,672	212,189
Accruals	88,990	78,539
Deferred grants	97,597	29,932
Other taxes and social security costs	65,352	56,626
Bank loans and overdrafts	-	9,529
Conduit funds (note 14)	35,754	37,096
Other creditors	13,346	17,068
	497,711	440,979

Deferred Grants

	At 1st April 2022 £'s	Released in the year £'s	Deferred in the year £'s	At 31st March 2023 £'s
HAF income	11,600	(11,600)	13,733	13,733
LBBB household support funding	18,332	(18,332)	-	-
LBBB Benefits Cap	-	-	1,655	1,655
LBBB Cosy Homes/EEO Income	-	-	43,000	43,000
LBBB Localities Lead	-	-	26,250	26,250
LBBB NCIL	-	-	8,333	8,333
LB Redbridge EEO Income	-	-	4,626	4,626
Total	29,932	(29,932)	97,597	97,597

Income has been deferred due to:

HAF income - *relates to the HAF easter program run in April 2023.*

LBBB Benefits Cap - *this is for Benefits Cap Project ran post year-end.*

LBBB Cosy Homes/EEO Income - *this is for the Energy Efficiency Cosy Homes project Apr-23 to Mar-24.*

LBBB Localities Lead - *relates to the Community Resources for Change run in Apr to Jun-23.*

LBBB NCIL - *relates to the ESE Grant Funding for Feb23-Jan24.*

LB Redbridge EEO Income - *relates to Energy Efficiency Officer Stage run in Apr-23.*

**The Disablement Association of
Barking and Dagenham**

**Notes to the Financial Statements
for the year ended 31 March 2023**

13. OPERATING LEASE COMMITMENTS

At the reporting end date the charity had outstanding commitments for future minimum lease agreements under non-cancellable operating leases, which fall due as follows:

	2023	2022
	£'s	£'s
Due within 1 year	76,660	121,344
Due between 2 and 5 years	126,196	103,155
Due after 5 years	13,650	25,350
	216,506	249,849

14. CONDUIT FUNDS

DABD administrates funds on behalf of The London Borough of Havering and this activity is recognised in the accounts as conduit funds. The beneficiaries of the funds are determined by The London Borough of Havering. The movement in conduit funds during the year are as follows:

	Track & Trace - Grant £'s	The London Borough of Havering £'s	2023 £'s	2022 £'s
Balance brought forward	9,051	28,045	37,096	66,429
Funds received	-	1,400,000	1,400,000	1,878,000
Funds disbursed	(1,000)	(1,400,343)	(1,401,343)	(1,907,333)
Balance carried forward	8,051	27,702	35,753	37,096

15. MOVEMENT IN FUNDS

2023	At 1st April 2022 £'s	Income £'s	Expenditure £'s	At 31st March 2023 £'s
Unrestricted Funds	23,755	3,316,713	(3,158,369)	182,099
Restricted Funds - Golden Years	6,254	-	-	6,254
Restricted Funds- Kickstarters	22,569	8,288	(10,350)	20,507
Restricted Funds - Pembroke Gardens	15,900	21,000	(16,435)	20,465
	68,478	3,346,001	(3,185,154)	229,325

**The Disablement Association of
Barking and Dagenham**

**Notes to the Financial Statements
for the year ended 31 March 2023**

15. MOVEMENT IN FUNDS (continued)

2022	At 1st April 2021 £'s	Income £'s	Expenditure £'s	At 31st March 2022 £'s
Unrestricted Funds	138,206	2,763,193	(2,877,644)	23,755
Restricted Funds - Golden Years	6,254	-	-	6,254
Restricted Funds - Kickstarters	-	65,714	(43,145)	22,569
Restricted Funds - Pembroke Gardens	-	15,900	-	15,900
	<u>144,460</u>	<u>2,844,807</u>	<u>(2,920,789)</u>	<u>68,478</u>

Golden Years

The Pat Gillam 'Golden Years' Legacy. Enabling independence by reducing isolation.

Kickstarters

Funding provided to create new jobs for 16 to 24 year olds on universal credit.

Pembroke Gardens

This is for costs towards the refurbishment of the weekend/evening club for children and young people with disabilities.

16. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Restricted funds £	Unrestricted funds £	Total £
Fund balances at 31 March 2023 are represented by:			
Tangible fixed assets	-	50,820	50,820
Debtors	-	560,536	560,536
Cash at bank and in hand	47,226	68,454	115,680
Creditors due in one year	-	(497,711)	(497,711)
	<u>47,226</u>	<u>182,099</u>	<u>229,325</u>

	Restricted funds £	Unrestricted funds £	Total £
Fund balances at 31 March 2022 are represented by:			
Tangible fixed assets	-	57,594	57,594
Debtors	-	409,382	409,382
Cash at bank and in hand	44,723	(2,242)	42,481
Creditors due in one year	-	(440,979)	(440,979)
	<u>44,723</u>	<u>23,755</u>	<u>68,478</u>

**The Disablement Association of
Barking and Dagenham**

**Notes to the Financial Statements
for the year ended 31 March 2023**

17. RELATED PARTY TRANSACTIONS

There were no related party transactions during the year.

18. COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £'s	Restricted fund £'s	2022 £'s
Income			
Donations, Legacies & Similar Income	2,599	-	2,599
Charitable Activities - Objects	2,742,221	81,614	2,823,835
Other Income	18,317	-	18,317
Investment Income	56	-	56
Total Income	2,763,193	81,614	2,844,807
Expenditure			
Charitable Activities - Objects	2,212,315	43,145	2,255,460
- Administration	665,329	-	665,329
Total Expenditure	2,877,644	43,145	2,920,789
Net Income/(Expenditure)	(114,451)	38,469	(75,982)
Transfer between funds	-	-	-
Total Funds Brought Forward	138,206	6,254	144,460
Total Funds Carried Forward	23,755	44,723	68,478

Accounts

**The Disablement Association of
Barking and Dagenham**

**Report and Financial Statements
for the year ended 31 March 2022**

Company No: 2800290 (England & Wales)
Charity No: 1023730 (England & Wales)

**The Disablement Association of
Barking and Dagenham**

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Legal and Administrative Information	
Registered Name	Disablement Association of Barking and Dagenham (Working name DABD)
Registered Charity Number	1023730
Governing Documentation	
The Association is established as a company limited by guarantee and is registered as a charity with the Charity Commission. The affairs of the Association are governed by its memorandum and articles of association, dated 16 March 1993 (amended 15 March 1996).	
Charity Trustees and Office Bearers	
Peter Snell (chair)	
Emma Adams	
Raksha Patel (Treasurer)	
Lester Loh	
Chief Officers/Company Secretary	Elaine James
Method of appointment / election	
Trustees are appointed at the Annual General Meeting	
Company number	2800290
Registered Office	Central Office – DABD Pembroke Gardens Dagenham Essex, RM10 7YP
Bankers	NatWest 27 High Road Dagenham Romford, RM6 6QD
Auditors	Moore Kingston Smith LLP Orbital House 20 Eastern Road Romford Essex, RM1 3PJ
Senior Management Team	
Chief Executive Officer	Elaine James
Finance Officer	Lorraine Elvins
HR Lead	Patricia Whitely
Mobility Lead	Brian Hunter
Welfare Benefits & Financial Independence Lead	Deborah Jacks
Corporate Services Lead	Maureen Clancy
Business Development Lead	John Fagan
Personal Support Services Lead	Holly Exall

**The Disablement Association of
Barking and Dagenham**

Chair's Report for the period April 2021 to March 2022

As a small charity seeking to improve independence and inclusion in a disadvantaged London borough, I am delighted to report the charity has continued on the road to recovery following a fairly devastating year when it was obliged to mothball some services, move some online, furlough some staff, and, simultaneously support and protect clients and staff in our Personal Support and Mobility Services in particular. All this was brought about by Covid and the restrictions it placed on all our lives.

DABD's core service users are the very people who were the most at risk, not just of infection, but, of serious illness and death during the long months of the Covid pandemic. They were some of the first to face the isolation of measures intended to protect them and the last to be free of restrictions. Therefore it is a real pleasure to note that in 2021/22 DABD set about strengthening the organisation with a view to being ready to take on the post Covid realities with new ways of working both remotely and gradually face to face with our communities and stakeholders.

As you proceed through the report you will be able to appreciate just how much was achieved and delivered by DABD's drivers, welfare advisors, care and support staff as well as the CEO, management level and administrative staff, to whom I and the other DABD trustees are very grateful.

You will also read that the board of trustees worked actively to strengthen the organisation by making improvements in how the organisation is run and how we manage the resources DABD receives from the London boroughs in which it works and from the trusts and foundations which support it.

The trustees also took a close interest and provided support in the recruitment of new senior staff to manage DABD's finances and to run its Personal Support Services. The board took legal advice to modernise DABD's articles of association and adopted a new set of articles at our AGM in November 2021.

Finally, as we moved into 2022, we reached a new organisational milestone. DABD was now 70 years old and we began to think about celebrating our Platinum Jubilee as a local organisation active in Barking and Dagenham during seven decades. There are very few local organisations with such longevity which enables me to sign off this year with pride.

**Peter Snell
Chair of DABD**

**The Disablement Association of
Barking and Dagenham**

CEO's Report

As the pandemic moves into the distance, we find ourselves in a challenging yet exciting space, we are rewriting our future. Over the years we have really got under the hood of a great charity and understand more fully what is required on the journey from good to great. It's been eight years of unveiling and creating transparency.

I thank those who have been on the journey with me, whatever stage they joined for their patience and trust because I know it has been bumpy.

Together we have taken some bold and courageous decisions which has led to us being here to celebrate our 70th year in tandem with the Queen's Platinum Jubilee. This will do doubt give us all an opportunity to celebrate with the communities we serve.

Covid has changed so much in our community, but it has also provided so many new opportunities, new ways of working and new aspirations.

We also continue to make every effort to be accountable to our community. As a result, we are actively co-designing our organisation by asking our members, our staff and other key stakeholders what they want from us in the post-pandemic world.

Elaine James
CEO

**The Disablement Association of
Barking and Dagenham**

**Trustees' Report
for the year ended 31 March 2022**

The Trustees present their report which incorporates the strategic report set out in company law included in the audited financial statements for the year ended March 2022. The report provides an organisational summary highlighting the charity's key challenges and the obstacles which may have hindered the achievement of our key objectives as well as the actual performance of the charity over the past year.

DABD is a local charity that exists to enable inclusion and promote the independence of disabled and elderly people.

The charity's principal activities are:

The promotion of financial independence and welfare benefits advice, including:

- Emergency funding support for families in crisis
- Employment and debt advice
- Better off in work calculations
- Universal Credit support
- Test and Trace
- Form filling

Personal Support Services, including:

- Residential care and support enabling independence
- Community Care

Children and young people services, including:

- Children's activity clubs: Saturdays and school holidays
- Travel training for independence (Havering, Waltham Forest)

Mobility/ transport services, including:

- Community transport
- School transport
- NHS transport
- Contracted services on behalf of Eastway Care and Dial-a-Ride

Reducing isolation (Golden Years)

- Life choices for older people
- Community Collaborations

Skills and education

- Functional skills training
- Workplace opportunities

The year in review

Our vision at DABD is centred on "enabling independence and inclusion for all".

The services DABD delivers enhance the lives of disabled and excluded individuals and groups, offering them access to support to live independently.

Our Benefits and Financial Independence Team which had suspended home visiting services in 2020/21 gradually reinstated home visits in the latter half of the year. At the same time the team was able to engage actively and effectively with clients online and over the telephone.

**The Disablement Association of
Barking and Dagenham**

**Trustees' Report
for the year ended 31 March 2022**

Mobility Services continued to support the clients attend crucial appointments and where possible social events, restrictions permitting.

Meanwhile, the PSS team continued to support clients to live as independently and as safely as possible. DABD also put in place measures to keep PSS support staff illness free by cutting down their dependency on public transport.

During the first half of the year, children's and older people's group activities remained suspended. However, planning, fundraising and in the case of Golden Years, steering committee work resumed. An opportunity to run school break activities for children was planned for Christmas 2021 school holidays. However, a resurgence of Covid brought about last minute cancellations and a great deal of disappointment to children, their families and to our staff.

The Covid 19 pandemic - continuing effects

In 2021/22 the reduced but lingering effects of Covid continued to have a significant impact on the clients, children and families DABD supports. It also affected DABD staff and the charity's income.

The charity's Senior Leadership Team continued throughout 2021/22 to observe government and CQC guidance which meant that DABD continued to protect clients as much as possible and to support staff. However, when frontline staff such as care workers and drivers contracted Covid, this meant that management had the additional task of finding cover to ensure service continuity. This was a challenge during the year.

The leadership team was able to meet less frequently changing from daily to weekly meetings, first remotely but as restrictions eased the team resumed in person to support the charity's service delivery and the staff teams. The leadership continued to carry out risk assessments, encourage staff to receive vaccines and booster jabs and generally work on staff morale which was inevitably dented by the continuation of restrictions and the difficulties of predicting the way forward in unpredictable times.

There were some highly sensitive HR moments when the charity had to manage matters around care staff vaccination. In July 2021, The Department of Health and Social Care decided that it would be a compulsory requirement for persons working in Care Quality Commission (CQC) care homes or providing services in CQC regulated care homes to be vaccinated against COVID-19. This requirement became law in November 2021. However, at a later date, the Government reversed the position and from 15 March 2022, care workers working in CQC regulated care homes and are no longer be required to be vaccinated against COVID-19 as a condition of employment and deployment.

In 2021/22 our objectives were:

- Supporting clients and staff through the continuing effects of Covid-19
- Reviewing and updating DABD's articles of association
- Strengthening the Senior Leadership Team and recruiting senior level staff
- Upgrading the charity's IT and HR systems
- Seeking out new income and strengthening existing programmes

DABD continued to devote resources to staff wellbeing through an employee assistance programme providing access to counselling, financial advice, and tips on maintaining positive mental health.

Frontline staff furloughed in 2020 returned to work as frontline services resumed and the Government's furlough scheme ended.

Overview of Performance and financial position

DABD continues to strive to extend services to communities and boroughs in east and north east London and remains keen to collaborate with likeminded organisations and individuals on a wide inclusion agenda to support London's most vulnerable effectively. The Charity maintains close working relationships with local authorities and collaborates on initiatives that increase the choices of individuals leading to greater independence.

Following audits in November 2021 and March 2022 respectively, DABD has retained its Fleet Operator Recognition Scheme (FORS) and The Advice Quality Standard (AQS) accreditations. DABD remains a Disability Confident employer and continues to maintain its Matrix Standard accreditation for the delivery of high-quality information, advice and guidance.

**Trustees' Report
for the year ended 31 March 2022**

Risk Management

Principal risks to which the charity is exposed as identified by the trustees have been reviewed and systems have been established to mitigate these risks. A risk register summarises the principal risks facing the charity graded according to their likelihood and impact, and identifies actions to manage them. The register is regularly reviewed and updated by risk owners and is reviewed collectively by the leadership team. All areas of significant risk are brought to the attention of the board of trustees.

The transition to remote working created a need to strengthen IT security. Cyber Security was included and prioritised in our risk management plan. During 20/21 there was one attempt at mandate fraud, where an invoice was replicated, and an attempt made to solicit funds from one of our Commissioners.

Technology is now in place to minimise information security risks for cyber-attacks; attempted data theft as well as denial-of-service attacks. We have refreshed our data security policies and set up a programme of ongoing penetration testing. We have restricted access to all DABD data sources and mandated that all staff and trustees use DABD email addresses. Access to DABD IT systems requires two factor authentication.

Governance

Overall policy and strategy for the charity are agreed by the Board of trustees who are advised by the Chief Executive Officer and the Director of Finance.

DABD's Trustees and CEO regularly review how the charity operates so it can best support the inclusion and independence needs of clients and service users. DABD is committed to achieving the highest standards of governance and to that end the board initiated a governance review in September 2020.

The Charity Governance Code was updated in December 2020 to include an emphasis on integrity and equality, diversity and inclusion. DABD wholeheartedly concurs with this the Code and is working to create a fully inclusive culture. Diversity covers the nine protected characteristics of the Equality Act 2010 as well as different backgrounds, life experiences, career paths and diversity of thought. DABD is developing an Equality and Diversity Strategy and our ambition is to be recognised as an anti-racist organisation.

Trustees remain fully committed to the Code's seven principles:

1. Organisational purpose
2. Leadership
3. Integrity
4. Decision making, risk and control
5. Board effectiveness
6. Equality, diversity, and inclusion
7. Openness and accountability

The board of trustees uses the Charity Governance Code as a reference point for a rolling review of governance, to ensure standards always remain high.

The 2020 review highlighted the need to revise the charities governing document. This work was done in 2021/22 by DABD's trustees and updated articles of association were adopted by the charity in November 2021.

The review also highlighted the need to expand and refresh the DABD board. In general, larger charities are able to use recruitment agencies to find interested individuals. As a small organisation DABD has relied upon word of mouth and since the review process took place during the pandemic, it has been more difficult to engage interest at a turbulent time. Nevertheless, the charity expects to add a minimum of two new trustees by the end of 2022.

DABD's board of trustees (the board) is currently made up of four members. The board has collective responsibility for everything we do, including the legal responsibility to ensure the charity is properly controlled and managed.

In discharging their collective responsibilities DABD trustees:

- Exercise their powers in line with good governance principles
- Act in the best interest of the organisation
- Maintain financial probity and ensure proper financial management

The board has wide-ranging skills and experience particularly in organisational management, finance and public engagement. The board delegates responsibility for operational management to the Chief Executive, who leads the Senior

Trustees' Report for the year ended 31 March 2022

Leadership Team (SLT). The SLT develops the organisation's plans, policies and processes and is responsible for their implementation following the board's advice and approval.

Following the 2020 review the board agreed to adopt best practice as outlined in the Charity Governance Code: <https://www.charitygovernancecode.org/en/5-board-effectiveness>. This includes note: 5.7.4 : Trustees are appointed for an agreed length of time, subject to any applicable constitutional or statutory provisions relating to election and re-election. If a trustee has served for more than nine years, their reappointment is: subject to a particularly rigorous review and takes into account the need for progressive refreshing of the board explained in the trustees' annual report.

DABD's policy is to seek to recruit a diverse mix of trustees. Trustees give their time on a voluntary basis; they receive no remuneration or any other benefits.

All trustees are recruited against skills' needs and are appointed following a comprehensive recruitment and induction process, and on occasion by recommendation, based on skill and experience. The board secretary carries out a skills audit and the enhanced disclosure and barring check.

There are currently two male trustees and two female trustees.

Board Meetings

The DABD board usually meets six times a year. In 2021/22 the board met on 27 May, 29 July, 23 September and 25 November in 2021 and on 10 February 2022. The board also held an Away Day on 19 November 2021.

Following the meeting on 25 November, the Board held a General Meeting and on that occasion the board presented and approved its updated articles of association.

During the November Away Day, Trustees spent several hours of engagement with senior staff updating themselves on all operational aspects of the organisation to better inform decision making at board level. Trustees also joined the CEO in the selection of the new Finance Director who joined the organisation in November 2021 and the new Personal Services Lead who joined in January 2022. Prior to the appointment of the Finance Director, two trustees worked closely with the CEO and the external company which produced DABD's management accounts to provide close scrutiny of finance matters and financial management.

Matters Reserved for Board

There are certain matters which the board reserves to itself through a written schedule. These include approval of the annual plan and budget, and overall strategic direction.

During 2021/22 the board continued to maintain a close watch on a number of corporate risks including:

1. Covid 19
2. Safeguarding
3. Financial Controls
4. Information security
5. Health and Safety
6. Staff pensions

Covid 19

DABD continued to maintain and update a separate Covid Risk Assessment Plan and protocols throughout the year. Strict testing remained in place for frontline staff including drivers and care staff. Welfare Benefits appointments were predominantly held online. The organisation continued to comply throughout with government guidelines.

Safeguarding

Trustees receive human resource reports at their meetings and continue to require all DABD staff to be DBS checked. In 2021, Trustees decided that they should meet the enhanced level check.

Trustees supported the recruitment of a Care Professional as an interim PSS lead until a suitable, qualified lead could be found. Trustees participated in the recruitment of a new permanent, qualified and experienced lead staff member able to manage and train staff to the standards expected not only by DABD but also by CQS and Ofsted.

Trustees' Report for the year ended 31 March 2022

The CEO has the delegated responsibility for all operational aspects of safeguarding. She supports the PSS Lead and her team on all areas of client safeguarding.

Financial Controls

In 2021/22 and to improve financial controls, the board decided to make the recruitment of a qualified and experienced Finance Director a top priority for DABD. Trustees took part in the selection process and worked with the chosen candidate to ensure his successful induction.

Confirmed in post, the FD and the CEO ensure the day to running of the organisation and control of its finances. The FD was tasked with reviewing and enhancing financial controls; driving forward continuous improvement to processes; managing ad hoc change projects as required, as the organisation moves to become a more agile business.

Information security

DABD employs the services of an external Data Protection Officer supplied by GRCI Law, a company expert in GDPR and in Legal Protection.

In December 2021, DABD changed its IT provider and appointed Cube Technology. Their appointment was made with a view to improving data safety and security and supporting DABD to move from server to cloud based technology.

Health and Safety

Health and safety within the organisation is kept under continuous review. A staff member is responsible for a process of rolling internal audits and inspection to ensure compliance and RIDDOR reporting. This staff member works with and reports to a small committee representing all areas of the organisation.

Staff Pensions

DABD staff are automatically enrolled into our pension scheme, Smart Pension, after three months in post. All staff are actively encouraged to join the scheme and they can do so from day one if they inform the organisation of their wishes in writing.

Reserves Policy

The charity will be operating within a reserves policy which will be reviewed annually as part of the charity's budget and planning processes. The aim is to grow the value of the free reserves to support and fulfil the organisation's objectives. The Trustees are in the process of developing a reserves policy.

Future Development

We are rebuilding the charity post Covid as restrictions ease, and while there are still high levels of uncertainty in the charity sector, we are excited about the future.

After a year riddled with uncertainty it would be natural to take a step back and slow down. We have a full activity programme planned.

We primarily want to apply the learning from experiences at the height of the pandemic to make significant service improvements.

We are committed to:

- Provide flexible working and staff wellbeing support
- Develop our people to be their best self
- Further improve our use of digital technologies
- Improve social care choices
- Enhance leadership capabilities
- Improve board effectiveness
- Provide opportunities to interns with special educational needs
- Provide placements to students on early years and social care programme

We will continue to review our services to ensure they are future proof. Future proofing will be based on insights and tested learning in collaboration with our service users.

**Trustees' Report
for the year ended 31 March 2022**

We are in our 70th year and looking to rebrand and refresh of the charity with a focus on independence and inclusion. We have built new relationships and connected with new donors, making us confident about the charity's future.

As 2022/23 opens we have achieved our good CQC rating, our quality audit has cited areas of good and excellent work in relation to our care delivery.

In addition, we want to ensure that DABD is a great place to work.

Departmental Reports:

Personal Support Services
Independent Travel Training

DABD's Travel Training programme helps young people with disabilities, special educational needs (SEN) or additional needs, develop coping strategies and road and personal safety skills so that they can make the journey to their place of education independently. This could be by walking or using the bus, train or tube or a combination of several transport modes.

Our Travel Training programme is designed to create long-term positive effects which can support young people through their transition into adulthood. This includes improved:

- social interaction skills
- life skills
- self-esteem
- management of fears and anxieties
- responsibility
- road safety awareness
- time management
- coping strategies
- communication skills

In 2021/2022 the programme was operational in the London Boroughs of Havering and Waltham Forest.

Kids Patch Club

Kids Patch is our Ofsted registered weekend club for children and young people aged 5 + with disabilities or additional needs. In 2021/22 DABD's programme was supported by the London Borough of Havering. Covid had had a huge effect on our clubs during 2020 and also 2021 due to the vulnerability of the children, their families and staff. Nevertheless as the year progressed, the clubs gradually reopened. By the end of the year the Club was back up and running with a total of 19 children being accommodated on different weekends.

The club offers a friendly, fun, social and inclusive environment for three age groups: 5 to 8, 9 to 13 and 14 to 18, with specialist equipment and facilities and trained staff.

When the children are in the club, parents and guardians have six respite hours in which to take care of other family priorities in the knowledge that their child or indeed children are not only safe but are being encouraged to engage in crafts and themed activities promoting confidence, positive relationships and of course, fun!

As 2022/23 begins, the programme is ready to take in newly referred children and the programme will run to its full capacity every Saturday with 15 children which is the Club's maximum capacity. Seven new staff have come on board to enable a safe increase in the number of children.

DABD hopes to run similar services for children in Barking and Dagenham borough including short breaks for children and families and is hopeful of securing the borough's support in the coming financial year (2022/23).

Trustees' Report for the year ended 31 March 2022

HAF

Holiday Activities and Food Programme known as HAF is an out of term programme supported by central government and run by London boroughs. Our PSS team successfully applied to run a two week HAF programme at Christmas time 2021. Sadly, after weeks of preparation, the programme was cancelled due to the re-emergence of Covid. This was a blow to the organisation but nevertheless, DABD will run HAF programmes at Easter, summer and Christmas 2022.

Personal Care

For many years DABD has supported a small number of individual clients to live independently with the support they require to enjoy life to the fullest extent possible. Each client lives in their own flat, with its own front door in one building called The Lodge. The Lodge is situated on Lodge Avenue in the borough of Barking and Dagenham.

In addition, the organisation supports several individual clients living independently in the community.

The Lodge clients receive round the clock support consisting of personal care (eating, dressing, washing, taking medication), daily living activities (shopping, housework, attending hospital and GP appointments) and social activities including getting out and about in the community to meet friends, go for meals, visit gyms, swimming pools, theatre, cinema and to go on holiday.

Community based clients receive support according to their assessed needs which can include personal care and daily living activities.

The watch word for DABD is independence. The organisation promotes independent living with the client in charge as opposed to a care approach where the client receives prescribed care and support.

In 2021/22 once again Covid affected this service as the clients are all classed as vulnerable individuals and it was imperative to put their health needs first. DABD continued to do everything to ensure potential transmission of the virus from staff to clients was minimised. Clients and staff continued to test throughout the year and the last cases were in January 2022. DABD remains vigilant and continues a testing regime and other Covid hygiene measures.

DABD is pleased that most staff felt able to come forward for vaccination. Our current staff cohort are all vaccinated.

Welfare Benefits Service

Overview

Covid continued to have a significant impact on programmes, clients and staff in 2021/ 2022 but DABD's Welfare Benefits Team remained intact, proudly supporting clients with quality advice and support digitally and over the telephone.

Overall, it was a successful year where we updated our systems and took on new contracts while facing the challenges of staff members mainly working digitally and facing the personal challenges that Covid continued to pose. Keeping staff safe and successfully supporting their wellbeing remained a priority for the Team Lead, the CEO and the wider management.

The Team continued to provide support including: impartial benefits advice, form filling, with additional referrals. We supplied information and guidance to people affected by the energy charging changes. We encouraged and explained income opportunities for people looking for work, including "better off" in work calculations through local authority Job Shops. We provided benefit checks to vulnerable groups and individuals including the Golden Years group to enhance their income. We helped clients secure entitlements by assisting them with paper work and advice relating to Mandatory Reconsiderations and Appeals for various benefits. We ended the year in the full knowledge that our services are needed more than ever as prices rise and incomes are squeezed.

The Team also kept on top of its own training needs to ensure our knowledge is up to date enabling us to give accurate and impartial advice with a view to clients remaining independent, financially stable and sustaining as healthy a life as possible. At times this can involve several lengthy wide ranging meetings with clients to go through budget statements, review outgoings and incomings, benefits application form filling, income maximisation and first level debt advice and referrals.

DABD is accredited with the Advice Quality Standard (AQS) at general help level for casework in welfare benefits. DABD was reviewed in March 2022 and our AQS agreement was extended for a further two years. We are also members of Advice UK, the national body for organisations providing advice.

**The Disablement Association of
Barking and Dagenham**

**Trustees' Report
for the year ended 31 March 2022**

Contracts

London Borough of Barking and Dagenham (LBBD) Enhanced Welfare Rights (EWR)

LBBD EWR is a longstanding project where DABD supports vulnerable client groups through enhanced welfare rights advocacy, income maximisation support and with advice and form completion. We also assist clients when they are turned down for disability benefits. We support them through the Mandatory Reconsiderations and appeals processes. This can be a highly stressful and emotional time for clients and the Team has to manage this.

In 2021/2022, we delivered 520 advice sessions with clients aged 16 to 90. We supported them to claim a range of benefits including Disability Living Allowance (DLA), Personal Independence Payment (PIP), Attendance Allowance (AA), Housing Benefit (HB), Council Tax Benefit, Employment Support Allowance (ESA), Job Seekers Allowance (JSA) and Universal Credit (UC) as well as mandatory reconsiderations and appeals.

As a result the service generated over £726,000 in additional benefits for clients in 2021/2022.

While referrals are received from the EWR/CAB triage team, our solid presence in the community means DABD receives referrals by word of mouth from former clients whom we have successfully assisted. We continue to receive referrals from a broad local network including LBBD social workers, the housing department, Jobcentre Plus, Job Shops, Homes and Money and other local voluntary organisations including Carers and the Independent Living Agency. And, because DABD takes a holistic approach, internal referrals are key. The team receives referrals from our Personal Support Services, Mobility, Travel Training services and from the Golden Years.

Again, taking a holistic approach, we support our clients by referring or signposting them to local organisations in whom we have confidence on issues where, our support can only take clients so far. This relates to more complex issues linked to housing, homelessness and debt. We refer to: Home Hub, Citizens Advice, RAMFEL, Step Change among many.

DABDs also offers home visits to the most vulnerable and difficult to reach clients. (Covid has restricted this approach but we have used the phone extensively, and as restriction lift this practice has been reinstated.)

The EWR programme has been invaluable to clients in the face of ongoing severe welfare reforms and the roll out of Universal Credit.

Case study - Universal credit (UC) appeal.

A female working age client with severe health issues, including heart failure, which caused her to stop work and make a claim under 'Limited capability for work' with the full support of her GP and Cardiologist. The client claimed because she was liable for housing costs. Following a telephone health assessment, the Department of Works and Pension (DWP) found her 'fit for work'.

The Welfare Services team provided advice and guidance, and supported the client to apply for a mandatory reconsideration (MR). When reviewed, DWP's decision remained the same and the client was not awarded anything.

At this point, the client became very anxious. However, the Welfare Services advisor supported the client to appeal the decision which was successfully overturned. The client has been placed in the UC 'Limited capability for work' (LCW) category. This means she no longer needs to be available to look for work and can focus on her recovery.

The client was extremely happy with the outcome as the process was affecting her health. During the process and the many appointments, the Team identified that this client should also apply for other benefits including Personal Independence Payments (PIP).

This client is now receiving £1,399 per month (an increase of £1,134) and the additional advantage of not having to be available for work, whilst managing multiple health issues.

**The Disablement Association of
Barking and Dagenham**

**Trustees' Report
for the year ended 31 March 2022**

London Borough of Havering Emergency Assistance Scheme/ Winter Grant Scheme

In 2021/22 the Havering Emergency Assistance Scheme received 11,049 applications for emergency assistance. We were able to make awards to 75% of all applicants helping 8,331 clients supplying items including furniture, white goods, and grant payments. The value of support to residents in 2021/2022 was just under £1,050,000.00.

Applications are received by email as either self-referrals or from another organisation, mainly Family Mosaic or by a Social Worker.

If a client is unable to receive assistance from the scheme, we automatically allocate them to a DABD adviser to give advice benefits and check to make sure they are receiving the correct ones. We investigate their situation and signpost where possible. We often refer clients to debt services such as Citizen Advice or Step Change.

It is clear from many of the online applications we receive that clients have been advised by their local Job Centre to contact us. Word of mouth from residents who have been awarded support and know others who are struggling also plays a role. Havering Council also refer residents to the website.

Havering Test and Trace Support Payment Scheme (HTTSPS)

This scheme was put in place originally for three months in 2020/21 and carried on into 2021/22. DABD administered the HTTSP scheme taking over 2,640 calls, processing 4,366 applications, and managing over 15,000 client email communications. DABD helped a total of 1,741 clients with loss of earnings due to isolating.

The assistance to Havering residents who were able to access the scheme was £500 per resident to compensate them for loss of earnings.

The scheme supported Havering residents who were obliged to self-isolate having received an official Test and Trace system communication. It provided them with a payment to support loss of earnings. Many people had to self-isolate because of children testing positive for Covid-19 and the scheme was adjusted to support parents self-isolating and looking after their children at home.

All applications were online and completed by clients themselves for our consideration. DABD stepped in to support vulnerable or non-digital clients to apply.

Once again, the team did not look at these individuals in isolation and cross referred clients in need to additional support schemes. Some clients were referred on internally to the Havering Emergency Scheme. Our welfare benefits advisors offered advice on benefits and made sure applicants to Test and Trace were receiving the correct ones. We also signposted to debt services for more information and support. Signposting included other services within the Havering network and the Test and Trace helpline.

DABD's found that many clients had been advised by Havering council, Test and Trace helplines, DWP and their local Job Centre to contact us for financial assistance.

Case study – Test and Trace

In the early days of the scheme when evidence was required a client applied for the Havering Test and Trace Support Fund. However, the client had no evidence to prove loss of income (due to having covid and self-isolating).

DABD supplied the client with her information and advice including emails to show her employer, who was not being helpful. Meanwhile the applicant was struggling financially due to lost wages.

In the circumstances we were able to keep her application open for longer than the 7 day norm and she was able to provide evidence of the lost income and this enabled DABD to award her the £500 support for which the client expressed her gratitude and relief.

**The Disablement Association of
Barking and Dagenham**

**Trustees' Report
for the year ended 31 March 2022**

Newham Workplace

The Newham Workplace contract was extended from the previous financial year for two months to 31 May 2021.

DABD supported Workplace/ Money Works service users to overcome barriers preventing them from obtaining employment. The service included welfare benefits advice and support, form filling, letter writing, housing advice, employment and debt advice and any other concerns affecting a client's ability to work.

DABD staff provided the service remotely taking calls and making appointments. Over the two months, DABD concluded 60 telephone appointments, communicating and supporting clients with over 50 emails and more than 100 calls/texts. As a result the clients received additional income totalling £32,000.

London Borough of Barking and Dagenham (LBBD) Job Shops

The LBBD Job Shop service provides clients with "better off" calculations and comprehensive advice and information about in-work benefits and tax credits they are eligible to claim by taking up employment. This is an important service because client fear being worse off financially if they give up the safety net of benefit entitlements.

Providing "better off" calculations enables clients to make informed decisions about the number of hours they can afford to work taking in to account all incoming support and outgoing payments. Clients are better prepared financially before moving into employment. This service acts as a motivational tool as clients are often surprised and encouraged by how much better off they will be financially, to say nothing of other in work benefits.

In 2021/2022 DABD helped 46 residents to understand how finding work will affect them financially. This work resulted in a total of £7,854.33 extra benefits/ individual savings for the clients and savings for the borough of £4,948.35 in housing costs. Numbers are lower in 2021/22 as compared to the previous year because Job Shops referrals to us were lower. This was due to Job Shops changed working practices during the pandemic.

Golden Years

DABD continued to support the Golden Years members throughout the pandemic. We have supported over 400 isolated residents of Barking, Dagenham and Havering aged 60+. Many individuals were on the high-risk register and had to isolate through the entire pandemic period. DABD staff continued to keep in contact with them through WhatsApp groups, Zoom and phone calls. DABD worked with other organisations and local shops to provide food and deliveries of special items such as fish and chips. The team also arranged delivery of medications through cross collaboration with the Mobility division.

Events and trips were slowly reintroduced in early 2022 as restrictions lifted. Members gradually came back to group events but throughout the year DABD staff and volunteers supported the members' mental wellbeing.

Smart Energy GB

DABD worked on a contract with NEA/SEGB to contact clients who did not communicate digitally and who were in need of impartial support to better understand their energy use and how Smart meters could help.

DABD gave one to one advice sessions and reached 76,278 people over the course of the project. A further 63,481 people were reached through indirect activity (advertising and website).

Although the work was new to the department, this project created a new knowledge base within the team and it has enabled us to bid for related projects in 2022/23. Having achieved our 2021 targets DABD had been awarded a new contract in 2022.

**The Disablement Association of
Barking and Dagenham**

**Trustees' Report
for the year ended 31 March 2022**

Case study – Smart energy

The client is a client is a Havering resident on UC and ESA due to ongoing health issues referred by the Job Centre. The client has a partner and young children and has been affected by the recent reduction in UC. She is struggling with energy bills, rent and groceries. The family relies on food banks to make ends meet.

DABD spoke to the client at length on a range of subjects, including smart meters. This client struggles with mental health issues and told us that any help would be greatly appreciated. Her benefits are currently being reviewed and she may receive more benefit income in due course.

We discovered that she uses a pre-payment/pay-as-you-go tariff and is struggling and we thought she would be an ideal candidate for pre-payment vouchers. We contacted NEA and after a follow up call with the client, they awarded her £140 in pre-payment vouchers.

Finally....

It is true what they say; 'It is good to talk' and we have all listened!

Mobility Services

DABD's Mobility Services works with partners and local authority commissioners to provide accessible and inclusive transport to overcome some of the challenges faced by people with impaired mobility in our communities. DABD take great pride in operating this service as a friendly, reliable door-to-door service enhancing disabled clients' independence and quality of life.

In 2021/22, DABD's clients made **94,246** trips with their assistants and carers, or, in some cases due to Covid had services delivered to their door. To make these journeys, DABD employed 30 full time drivers, 17 part time drivers, three Kick Start trainees and a volunteer driver operating 37 fully accessible passenger-lift vehicles, including a vehicle equipped with a stretcher and oxygen facilities.

All our drivers are MiDAS (Minibus Driver Awareness Scheme) trained. When a passenger needed a PATS (Passenger Assistant Training Scheme) trained Passenger Assistant, we provided this additional assistance. This team was managed and supported by the Divisional Lead, the Service Coordinator, two Team Leaders and an administrator.

DABD was commissioned to deliver services by the NHS, several London boroughs, education departments, day centre transport, independent travel by direct payments and Transport for London door-to-door Dial-a-Ride services. Additionally, our vehicles were available for contract hire but this was heavily restricted during 2021/22 because of ongoing Covid restrictions.

DABD Mobility Services also offers a wide range of daily living equipment for purchase from manual and electric wheelchairs and electric scooters through to walking aids, adapted household items and personal care products such as bathing aids and commodes.

We have been supporting people to choose the correct independent living equipment suitable for their needs for 21 years and are also able to give independent advice and information, product care advice and demonstrations. As an example, this year we advised LBBD's Trewern Outdoor Education Centre of their options in purchasing some specialist off-road wheelchairs.

Social Value:

In 2021/22, the Mobility Division maintained its focus on collaborating with other DABD divisions and Community Transport London members, to continue supporting local authorities, the NHS and third sector groups to provide essential services as everyone continued to manage the ongoing Covid 19 pandemic. Our emphasis remained on reaching out and helping as many clients as possible who faced a range of social issues, not just isolation and loneliness, but also economic inequality, food poverty, healthcare needs and ageism.

**The Disablement Association of
Barking and Dagenham**

**Trustees' Report
for the year ended 31 March 2022**

2021/22 contracts:

Our commissioned services in 2021/22 included:

- Eastway Care Ltd, a care provider offering respite and day care services for clients in North East London. DABD provides their transport services for these clients. We are commissioned to provide 22 buses and drivers for three different day centres.
- Dial-a-Ride MOAT (Multi Occupancy Accessible Transport) contract is commissioned by Transport for London. DABD provided 49 Dial-a-Ride shifts every seven days. This includes four shifts on weekends.
- Havering Learning Disability Society is a local charity which commissioned us to provide three vehicles to transport members to activities held at their Monday Club and a bus for their swimming group on Saturdays.
- Barking and Dagenham, Havering & Redbridge Clinical Commissioning Group required us to provide transport for patients to attend retinal screening appointments at Porters Avenue Clinic and Homerton Hospital. This is an ad-hoc service driven by demand from the CCG.

Challenges during 2021/22:

- Covid-19. Although restrictions gradually lifted towards the end of 2021/22 transport is still an area with restrictions in place. Testing regimes and PPE were provided for by the government, but this could change in future. However, the vulnerability of some of our clients will not change and DABD will continue to monitor and manage this challenge.
- Towards the end of 2023 DABD's three minibuses will be subject to the daily Ultra Low Emissions Zone (ULEZ) charges. The organisation is therefore already planning solutions.
- Costs, including fuel, are rising.

Benefits to clients in 2021/22:

- Access to social opportunities
- Providing opportunities to leave the house
- Opportunities to socialise with other passengers and to converse with DABD staff
- Improved access to GPs and healthcare facilities (resulting in improved health outcomes, reduced health inequalities and lower healthcare costs)
- Enabling people to live independently for longer (reducing demand on expensive nursing and residential care)
- Replacing expensive home health visits with more frequent visits to relevant health facilities
- Reduced missed health appointments, rescheduling difficulties and delays for the client, GP surgery and NHS
- Enabling people to be discharged from hospital and also ensuring access to services while in recovery at home
- Reducing demand on more expensive Patient Transport Services by providing a suitable local alternative
- Drivers and passenger assistants identify early warning signals of problems, due to regular contact with an otherwise isolated person, and attempt to mitigate problems. (This directly benefits the individual and reduces potential costs to society)

Passengers and trips:

Although coronavirus impacted the types of trips and the passengers making them, we continued to deliver services for Dial-a-Ride and retinal screening at Homerton Hospital. Eastway Care transport was adapted to support their clients for both daily centre transport and an outreach service for clients with exceptional vulnerability. Ad-hoc trips were made to hospitals, shops, weddings, schools, colleges, faith centres, holidays, airports, dentists, clinic appointments, museums, theatres and funerals.

**The Disablement Association of
Barking and Dagenham**

**Trustees' Report
for the year ended 31 March 2022**

Overall environmental Impact:

Mobility Division vehicles travelled 432,856 miles (696,614 kilometres) using 21,136 imperial gallons (96,087 litres) of fuel. This equates to an average vehicle fuel consumption of 20.48 mpg (7.25 km/l), creating 372.19 tonnes of Co2 and 552.45 kilograms of NOx and PM's.

Summer/winter excursions:

In 2020/21, Mobility Services suspended all excursions due to the coronavirus pandemic. This has continued into 2021/22, but plans are in place to resume services in the summer of 2022 if government restrictions are eased.

Training:

All drivers either completed or renewed their MiDAS certificates throughout 2021/22. A comprehensive programme of e-learning also took place for all drivers. To be Fleet Operators Recognition Scheme (FORS) compliant, every driver had to complete eleven modules of e-learning, based around driving safety and economy, while Dial-a-Ride compliance required all drivers to complete ten e-learning modules based around driving safety, economy and customer service.

Mobility Services during Coronavirus:

Social distancing and self-isolation measures had a significant impact on DABD services. Day centre transport and group hire services were the most negatively affected with only one organisation which ran services prior to the pandemic continuing to provide the service in 2021. DABD saw a significant decrease in Dial-a-Ride customer usage (63% down on pre-coronavirus levels).

However, whilst the number of journeys taking people to essential medical appointments, and to key services such as supermarkets and pharmacies decreased, these essential journeys were the least negatively affected - a clear demonstration of the vital role DABD plays in providing these community services.

Furthermore, Mobility Services adapted to offer those who were self-isolating or unable to leave their homes additional support. Activities such as collecting and delivering food and prescriptions significantly increased, as did checking on the well-being of clients by phone and offering deliveries on behalf of foodbanks and DABD's Community Fridge project, showing how Mobility has adapted by offering new services to support our community.

DABD also provided a shuttle bus service for its own staff members working in our Personal Services Service with the aim of limiting staff use of public transport to reduce their exposure to the coronavirus and thus limit the possibility of their passing it on to our PSS clients.

Despite the challenges faced staff continued to do what they do best – stepping up and serving our community.

Business Development & Commercial

Overview

DABD's Business Development and Commercial (BD&C) function, established in March 2020 supports the charity to deliver successful outcomes in financial, strategic growth and development objectives.

**The Disablement Association of
Barking and Dagenham**

**Trustees' Report
for the year ended 31 March 2022**

The BD&C Lead works with the other divisional leads, Finance Director and CEO to support the charity to fulfil its strategic plan and meets its budgetary objectives.

There are four main areas of activity:

1. Research, prepare and submit grant funding applications to support organisational stability and future growth
2. Working with the divisional leads to extend or secure new business contracts for the charity
3. Creating, developing, and actively participating in partnerships and collaborations with organisations that mirror the vision and values of the charity
4. Identify and deliver cost savings or enhancements to the charity's supplier chain and service network

Grant Funding

Between April 2021 and March 2022, DABD secured new grant funding of £135,000 from several organisations including: The Edward Gostling Foundation, Tesco Community Fund, Lankelly Chase Foundation (Kingsley Hall), Ford Britain Trust, Co-op Local Community Fund, Smart Energy GB/ National Energy Action (NEA), M&G Community Fund, B&Q Community Fund, Argos, Neighbourly, Sainsburys, National Lottery Community Fund and the London Borough of Barking & Dagenham.

During the same period we developed a number of relevant applications which could yield as much as £190,000. Against the backdrop of fierce competition from other worthy charities seeking financial support in the post-pandemic period, we know that not all these applications will be successful. However, the pipeline is healthy and building week on week and we expect it will continue to grow in 2022/23 and beyond.

Contracts

Over the past twelve months, DABD focussed on retaining and developing new contractual income streams with our local authorities, commissioners and organisations aligned to the strategic aims of our charity. Our working relationships with all the local boroughs strengthened significantly and we secured several new contracts with the London Boroughs of Barking & Dagenham, Redbridge, Havering, Waltham Forest and the Barking Enterprise Centre (BEC).

Partnerships and Collaborations

As in previous years, much of our effort has been focussed on identifying, developing and maintaining new and existing partnerships and collaborations, that mirror our vision and values.

Despite the communication challenges that the pandemic brought to our door, we continued to lead, support, facilitate and participate within several borough-wide and other local authority steering groups, projects and new initiatives.

This level of commitment and personal investment demonstrates that DABD wants to take on a responsive and active role in the successful future of its own borough and the other local authorities and organisations who we collaborate with and who work with us.

**The Disablement Association of
Barking and Dagenham**

**Trustees' Report
for the year ended 31 March 2022**

Our list of existing and new partnerships continues to build and includes the following like-minded organisations:

Ab Phab Youth Club, Advice Plus Barking & Dagenham, Advice UK, Argos, BD College, BD Collective, BD Giving, B&Q, Barking & Dagenham CVS, BEC, Breezie, Carers of Barking & Dagenham, Citizens Advice Bureau (B&D), City Bridge Trust, Community Re-Paint, Community Transport Association, Community Fridge, Community Mental Health Team, Co-op Local Community Fund, Care Quality Commission (CQC), Dagenham & Redbridge FC, Dial A Ride, DtL, Department of Work and Pensions (DWP), Eastway Care, Edward Gostling Foundation, First Stop Healthcare, Ford Britain Trust, Good Things Foundation, City Bridge Trust, Havering Learning and Disability Society (HLDS), Havering SENDIASS, HSBC, Job Centre Plus, Kickstart, Kingsley Church Hall and CC, Lankelly Chase Foundation, London Community Foundation, Money Advice & Pension Service (MAPS), Skanska UK, M&G Community Fund, Mind in Havering and B&D, Morrisons Foundation, National Lottery, Neighbourly, NHS, Ofsted, Oomph Wellness, Participatory City, Progress Project, Sainsburys, Skills Funding Agency, Refuge UK, Reconnections, Scope, Skanska UK, Smart Energy GB (NEA), Stay Safe East, Sycamore Trust, Tesco, TfL, TreeTops (Romford) Ltd, Trust for London, UK Youth, Variety Charity,

Voiceability, Volunteer Barking & Dagenham, Waitrose, and the London Boroughs of Barking & Dagenham, Barnet, Havering, Newham, Redbridge and Waltham Forest

Suppliers

The key driver here is to identify and deliver cost savings or enhancements to the charity's supplier chain and service network. The principal objective remained to reduce expenditure without compromising the service levels we receive and where possible, enhance the functionality or product offering from the supplier.

Auditors

The auditors, Moore Kingston Smith LLP, are deemed to be reappointed under section 487(2) of the Companies Act 2006.

Approved by order of the board of trustees on 3 February 2023 and signed on its behalf by:

A handwritten signature in dark ink, appearing to read 'P Snell', is written over a light blue horizontal line.

Peter Snell, Chair of trustees

**The Disablement Association of
Barking and Dagenham**

**Statement of Trustee Responsibilities
for the year ended 31 March 2022**

The trustees (who are also the directors of The Disablement Association of Barking and Dagenham for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

In so far as the trustees are aware:

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

**Auditors Report to the Trustees of
The Disablement Association of Barking and Dagenham**

Opinion

We have audited the financial statements of The Disablement Association of Barking and Dagenham for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 'The Financial Reporting Standard Applicable in the UK and Ireland' (United Kingdom Generally Accepted Accounting Practice).

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 2022 and of its deficit for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

Basis of opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs(UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the audit of financial statements section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our unqualified opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

**Auditors Report to the Trustees of
The Disablement Association of Barking and Dagenham (continued)**

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

-
- adequate accounting records have not been kept by the charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we required for our audit.

Responsibilities of directors

As explained more fully in the trustees' responsibilities statement set out on page 17, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the charitable company.

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the charitable company and considered that the most significant are the Companies Act 2006, the Charities Act 2011, the Charity SORP, and UK financial reporting standards as issued by the Financial Reporting Council.
- We obtained an understanding of how the charitable company complies with these requirements by discussions with management and those charged with governance.
- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.
- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.
- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

**Auditors Report to the Trustees of
The Disablement Association of Barking and Dagenham (continued)**

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

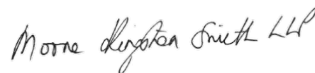
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our Auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our Auditor's report. However, future events or conditions may cause the charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

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 for no purpose other than to draw to the attention of the charitable company's members those matters which we are required to include in an Auditor's report addressed to them. To the fullest extent permitted by law, we do not accept or assume responsibility to any party other than the charitable company and charitable company's members as a body, for our work, for this report, or for the opinions we have formed.

Orbital House
20 Eastern Road
Romford
Essex
RM1 3PJ



**Karen Wardell (Senior Statutory Auditor)
For and on behalf of Moore Kingston Smith LLP
Chartered Accountants**

Dated: 3 February 2023

**The Disablement Association of
Barking and Dagenham**

**Statement of Financial Activities
for the year ended 31 March 2022**

	Notes	Unrestricted fund £'s	Restricted fund £'s	2022 £'s	2021 £'s
Income					
Donations, Legacies & Similar Income	3	2,599	-	2,599	1,629
Charitable Activities - Objects	4	2,742,221	81,614	2,823,835	2,589,527
Other income		18,317	-	18,317	113,061
Investment Income	5	56	-	56	3
Total Income		2,763,193	81,614	2,844,807	2,704,220
Expenditure					
Charitable Activities - Objects	6	2,212,315	43,145	2,255,460	2,170,280
- Administration	7	665,329	-	665,329	624,856
Total Expenditure		2,877,644	43,145	2,920,789	2,795,136
Net Income/(Expenditure)		(114,451)	38,469	(75,982)	(90,916)
Transfer between funds		-	-	-	-
Total Funds Brought Forward		138,206	6,254	144,460	235,376
Total Funds Carried Forward	15	23,755	44,723	68,478	144,460

The statement of financial activities includes all gains and losses in the year. All income and expenditure derives from continuing activities.

The notes on pages 26-35 form part of these accounts.

**The Disablement Association of
Barking and Dagenham**

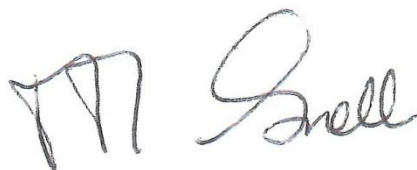
**Balance Sheet
for the year ended 31 March 2022**

	Notes	2022	2021
		£'s	£'s
Fixed Assets			
Tangible Fixed Assets	10	57,594	1,304
Current Assets			
Debtors	11	409,382	341,980
Cash at bank and in hand		42,481	135,516
		451,863	477,496
Creditors: amounts falling due within one year	12	(440,979)	(334,340)
Net current assets		10,884	143,156
Net Assets		68,478	144,460
Represented by:			
Restricted funds		44,723	6,254
Unrestricted funds		23,755	138,206
Funds of the Charity	15	68,478	144,460

These accounts are prepared in accordance with the Charity SORP (FRS102) and the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

The trustees acknowledge their responsibilities for complying with the requirement of the Companies Act with respect to accounting records and the preparation of financial statements.

Approved by the board of trustees on 3 February 2023 and signed on behalf.



Peter Snell (Chair of trustees) Company no.: 2800290
The notes on pages 26-35 form part of these accounts.

**The Disablement Association of
Barking and Dagenham**

**Statement of Cash flows
for the year ended 31 March 2022**

	2022	2021
	£	£
Cashflow from operating activities:		
Net cash (used in)/from operating activities	(100,057)	165,547
Cashflow from investing activities		
Investment income	56	3
Acquisition of tangible fixed asset	(2,563)	(649)
Cash provided from investment activities	(2,507)	(646)
Change in cash or cash equivalents	(102,564)	164,901
Cash at 01/04/2021	135,516	(29,385)
Cash and cash equivalents at 31/03/2022	32,952	135,516

Analysis of changes in net debt

	1 April 2021	Cash flows	31 March 2022
	£	£	£
Cash at bank	135,516	(93,035)	42,481
Bank overdrafts (note 12)	-	(9,529)	(9,529)
Cash and cash equivalents	135,516	(102,564)	32,952

Reconciliation of net cash from operating activities

Net expenditure	(75,982)	(90,916)
Interest received	(56)	(3)
(Decrease)/increase in debtors	(67,402)	177,248
Increase in creditors	97,110	78,647
Vehicle fair value adjustment	(54,500)	-
Depreciation	773	571
Net (used in)/cash from operating activities	(100,057)	165,547

The notes on pages 26-35 form part of these accounts.

**The Disablement Association of
Barking and Dagenham**

**Notes to the Financial Statements
for the year ended 31 March 2022**

1. ACCOUNTING POLICIES

The Disablement Association of Barking and Dagenham is a private company limited by guarantee domiciled and incorporated in England and Wales. The registered office is Pembroke Gardens, Dagenham, Essex RM10 7YP.

Basis of accounting

The financial statements have been prepared under the historical cost convention and in accordance with the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland effective 1 January 2015 (The FRS 102 Charities SORP), the Companies Act 2006 and Charities Act 2011.

The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest pound.

The Trustees confirm that the Charity meets the definition of a public benefit entity under FRS 102.

Income

Voluntary income, grants and donations are included in income when they are receivable, except when the donors' conditions have not been fulfilled, and then the income is deferred.

The income from fundraising ventures is shown gross, with the associated costs included in fundraising costs.

The charity receives the benefit of work carried out by volunteers and receives the use of facilities and equipment without charge. No value is placed on these gifts in kind within the accounts.

Expenditure

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Individual assets costing £500 or more are capitalised at cost.

Depreciation is provided on all tangible fixed assets at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings	- 25% straight line
Motor vehicles	- 25% straight line
Equipment	- 25% straight line

Taxation

The charity is exempt from corporation tax on its charitable activities.

Volunteer help

The Trust receives support from a wide variety of volunteers. It is not practical to place a value on the time volunteered by all these persons, due to the variety of duties performed, the differences in time spent, and the sheer number of volunteers who gave of their time.

Pension costs

The Trust operates a defined contribution scheme for the benefit of some of its employees. The costs of the defined contributions are written off against incoming resources in the year they are payable. The assets of the scheme are held separately from the Trust in independently administered funds. The majority of the employees are members of a money purchase policy, which was set up to meet the government's requirements regarding pension provisions for all staff. Contributions to the policy made on behalf of employees are also charged against incoming resources in the year they are paid.

**The Disablement Association of
Barking and Dagenham**

**Notes to the Financial Statements
for the year ended 31 March 2022**

1. ACCOUNTING POLICIES (CONTINUED)

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Going concern

The charity made a net deficit of £74,514 (2021: £90,916) during the year ended 31 March 2022 and, at that date, the charity's unrestricted reserves had decreased to £25,223 (2021: £138,206). These results for the year to 31 March 2022 are a direct result of the effects of Covid-19 on the charity's operations. Forecast and budgeted results and cash flows for the next 12 month period are positive and at the time of approving these financial statements the trustees have a reasonable expectation the charity can continue in operational existence for a period of at least 12 months from the date of signing these financial statements.

The charity therefore continues to adopt the going concern basis in preparing its financial statements.

Financial assets and liabilities

The charitable company only has basic financial instruments.

Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks and other short-term liquid investments with original maturities of three months or less.

Government grants

Government grants are recognised at the fair value of the asset received or receivable when there is reasonable assurance that the grant conditions will be met and the grants will be received.

A grant that specifies performance conditions is recognised in income when the performance conditions are met. Where a grant does not specify performance conditions it is recognised in income when the proceeds are received or receivable. A grant received before the recognition criteria are satisfied is recognised as a liability.

2. CRITICAL ACCOUNTING ESTIMATES AND JUDGEMENTS

In the application of the charitable company's accounting policies, the trustees are required to make judgments, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised, if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

Key sources of estimation uncertainty

Useful economic lives of tangible fixed assets

The annual depreciation charge for tangible fixed assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets. See note 10 for the carrying amount of the tangible fixed assets and note 1 for the useful economic lives for each class of asset.

**The Disablement Association of
Barking and Dagenham**

**Notes to the Financial Statements
for the year ended 31 March 2022**

3. DONATIONS, LEGACIES AND SIMILAR INCOME

	2022	2021
	£'s	£'s
Donations	2,599	1,629
	2,599	1,629

4. INCOME FROM CHARITABLE ACTIVITIES - OBJECTS

	2022	2021
	£'s	£'s
Golden Years	5,000	6,527
Transport Services	1,850,782	1,693,539
Welfare Benefits	145,003	207,627
Havering ESS	57,437	48,655
Personalisation & Personal Care Services	615,301	574,195
Travel Training	34,889	14,330
Core and Other Income	33,809	44,654
Kickstarters	65,714	-
Pembroke Gardens	15,900	-
	2,823,835	2,589,527

The above income includes £81,614 (2021: £6,254) which relates to restricted funds.

**The Disablement Association of
Barking and Dagenham**

**Notes to the Financial Statements
for the year ended 31 March 2022**

5. INVESTMENT INCOME

	2022	2021
	£'s	£'s
Interest received	56	3
	56	3

6. EXPENDITURE ON CHARITABLE ACTIVITIES - OBJECTS

	2022	2021
	£'s	£'s
Transport Services	1,558,513	1,478,236
Welfare Benefits	165,175	180,156
Havering ESS	1,201	2,003
Kickstarters	43,145	-
Personalisation & Personal Care Services	487,426	509,885
	2,255,460	2,170,280

The above expenditure includes £43,145 (2021: £11,422) which relates to restricted funds.

All of the above expenditure relates to direct costs of the charity and staff costs have been allocated to the individual charitable activities.

**The Disablement Association of
Barking and Dagenham**

**Notes to the Financial Statements
for the year ended 31 March 2022**

7. CHARITABLE ACTIVITIES - ADMINISTRATION

	2022	2021
	£'s	£'s
Sales and office costs	654,829	614,356
Audit Fee	10,500	10,500
	665,329	624,856

The above expenditure includes £43,145 (2021: £nil) which relates to restricted funds.

8. NET INCOME/(EXPENDITURE)

Net income/(expenditure) for the year is stated after charging:	2022	2021
	£'s	£'s
Depreciation	773	571
Audit fees	10,920	10,500
Non audit fees paid to the company's auditor	1,740	1,740
Operating lease charges	82,711	83,853

9. STAFF COSTS

No remuneration was paid to trustees in the year. During the year no employees (2021: one) earned between £60,000 and £70,000 per annum.

Remuneration of the Charity's key management personnel in the year was £116,600 (2021: £152,952).

	2022	2021
	£'s	£'s
Wages and salaries	1,731,647	1,707,702
Social Security	125,126	119,029
Pension	30,967	38,401
	1,887,740	1,865,132

	2022	2021
No of employees by functions:		
Welfare Benefits	7	9
Personal Care Services & Travel Training	38	33
Corporate Services	10	5
Mobility Services	37	38
	92	85

**The Disablement Association of
Barking and Dagenham**

**Notes to the Financial Statements
for the year ended 31 March 2022**

10. TANGIBLE FIXED ASSETS

Cost	Equipment £'s	Vehicles £'s	Total £'s
At 01/04/2021	77,450	243,146	320,596
Additions	2,563	-	2,563
	80,013	243,146	323,159
Depreciation			
At 01/04/2021	76,146	243,146	319,292
Fair value adjustment	-	(54,500)	(54,500)
Charge in year	773	-	773
	76,919	188,646	265,565
As at 31/03/2022	3,094	54,500	57,594
As at 31/03/2021	1,304	-	1,304

11. DEBTORS

	2022 £'s	2021 £'s
Trade debtors	227,340	194,025
Prepayments and accrued income	159,926	125,580
Other debtors	22,116	22,375
	409,382	341,980

**The Disablement Association of
Barking and Dagenham**

**Notes to the Financial Statements
for the year ended 31 March 2022**

12. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£'s	£'s
Trade creditors	212,189	146,208
Accruals	78,539	37,078
Deferred grants	29,932	25,520
Other taxes and social security costs	56,626	40,598
Bank loans and overdrafts	9,529	-
Conduit funds (note 14)	37,096	66,429
Other creditors	17,068	18,507
	440,979	334,340

Deferred Grants

Income has been deferred due to:

HAF income - *relates to the HAF easter program run in April 2022.*

LBBD household support funding - *this is for quarterly staff costs post year-end.*

	At 1st April 2021 £'s	Released in the year £'s	Deferred in the year £'s	At 31st March 2022 £'s
London Borough of Newham - provision of welfare benefits	11,578	(11,578)	-	-
HAF income	-	-	11,600	11,600
LBBD household support funding	13,942	(13,942)	18,332	18,332
Total	25,520	(25,520)	29,932	29,932

**The Disablement Association of
Barking and Dagenham**

**Notes to the Financial Statements
for the year ended 31 March 2022**

13. OPERATING LEASE COMMITMENTS

At the reporting end date the charity had outstanding commitments for future minimum lease agreements under non-cancellable operating leases, which fall due as follows:

	2022	2021
	£'s	£'s
Due within 1 year	121,344	158,459
Due between 2 and 5 years	103,155	200,853
Due after 5 years	25,350	37,050
	249,849	396,362

14. CONDUIT FUNDS

DABD administrates funds on behalf of The London Borough of Havering and this activity is recognised in the accounts as conduit funds. The beneficiaries of the funds are determined by The London Borough of Havering. The movement in conduit funds during the year are as follows:

	Track & Trace - Grant £'s	The London Borough of Havering £'s	2022 £'s	2021 £'s
Balance brought forward	16,119	50,310	66,429	4,673
Funds received	858,000	1,020,000	1,878,000	697,500
Funds disbursed	(865,068)	(1,042,265)	(1,907,333)	(635,744)
Balance carried forward	9,051	28,045	37,096	66,429

15. MOVEMENT IN FUNDS

2022	At 1 st April 2021 £'s	Income £'s	Expenditure £'s	At 31 st March 2022 £'s
Unrestricted Funds	138,206	2,763,193	(2,877,644)	23,755
Restricted Funds - Golden Years	6,254	-	-	6,254
Restricted Funds- Kickstarters	-	65,714	(43,145)	22,569
Restricted Funds - Pembroke Gardens	-	15,900	-	15,900
	144,460	2,844,807	2,920,789	68,478

**The Disablement Association of
Barking and Dagenham**

**Notes to the Financial Statements
for the year ended 31 March 2022**

15. MOVEMENT IN FUNDS (continued)

2021	At 1st April 2020 £'s	Income £'s	Expenditure £'s	At 31st March 2021 £'s
Unrestricted Funds	223,954	2,697,966	(2,783,714)	138,206
Restricted Funds - City Bridge	11,422	-	(11,422)	-
Restricted Funds - Golden Years	-	6,254	-	6,254
	235,376	2,704,220	(2,795,136)	144,460

Pembroke Gardens

This is for costs towards the refurbishment of the weekend/evening club for children and young people with disabilities.

Golden Years

The Pat Gillam 'Golden Years' Legacy. Enabling independence by reducing isolation.

Kickstarters

Funding provided to create new jobs for 16 to 24 year olds on universal credit.

16. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Restricted funds £	Unrestricted funds £	Total £
Fund balances at 31 March 2022 are represented by:			
Tangible fixed assets	-	57,594	57,594
Debtors	-	409,382	409,382
Cash at bank and in hand	44,723	(2,242)	42,481
Creditors due in one year	-	(440,979)	(440,979)
	44,723	23,755	69,946
	£	£	£
Fund balances at 31 March 2021 are represented by:			
Tangible fixed assets	-	1,304	1,304
Debtors	-	341,980	341,980
Cash at bank and in hand	6,254	129,262	135,516
Creditors due in one year	-	(334,430)	(334,430)
	6,254	138,116	144,370

**The Disablement Association of
Barking and Dagenham**

**Notes to the Financial Statements
for the year ended 31 March 2022**

17. RELATED PARTY TRANSACTIONS

There were no related party transactions during the year.

18. COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £'s	Restricted fund £'s	2021 £'s
Income			
Donations, Legacies & Similar Income	1,629	-	1,629
Charitable Activities - Objects	2,558,273	6,254	2,589,527
Other Income	113,061	-	113,061
Investment Income	3	-	3
Total Income	2,697,966	6,254	2,704,220
Expenditure			
Charitable Activities - Objects	2,158,858	11,422	2,170,280
- Administration	624,856	-	624,856
Total Expenditure	2,783,714	11,422	2,795,136
Net Income/(Expenditure)	(85,748)	(5,168)	(90,916)
Transfer between funds	-	-	-
Total Funds Brought Forward	223,954	11,422	235,376
Total Funds Carried Forward	138,206	6,254	144,460

Accounts

**The Disablement Association of
Barking and Dagenham**

**Report and Financial Statements
for the year ended 31 March 2021**

**Company No: 2800290 (England & Wales)
Charity No: 1023730 (England & Wales)**

**The Disablement Association of
Barking and Dagenham**

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**The Disablement Association of
Barking and Dagenham**

Legal and Administrative Information

Registered Name Disablement Association of Barking and Dagenham
(Working name DABD)

Registered Charity Number 1023730

Governing Documentation

The Association is established as a company limited by guarantee and is registered as a charity with the Charity Commission. The affairs of the Association are governed by its memorandum and articles of association, dated 16 March 1993 (amended 15 March 1996).

Charity Trustees and Office Bearers

Peter Snell (chair)
Emma Adams
Keith Mottram (resigned 1 August 2020)
Raksha Patel (Treasurer)
Nolan Braterman (resigned 15 December 2020)
Lester Loh (appointed 4 December 2020)

Chief Officers/Company Secretary Elaine James

Method of appointment / election

Trustees are appointed at the Annual General Meeting

Company number 2800290

Registered Office Central Office – DABD
Pembroke Gardens
Dagenham
Essex, RM10 7YP

Bankers NatWest
27 High Road
Dagenham
Romford, RM6 6QD

Auditors Moore Kingston Smith LLP
Orbital House
20 Eastern Road
Romford
Essex, RM1 3PJ

Senior Management Team

Chief Executive Officer	Elaine James
Finance Officer	Lorraine Elvins
HR Lead	Patricia Whitely
Mobility Lead	Brian Hunter
Welfare Benefits & Financial Independence Lead	Deborah Jacks
Corporate Services Lead	Maureen Clancy
Business Development Lead	John Fagan
Personal Support Services Lead	Holly Exall

**The Disablement Association of
Barking and Dagenham**

Chair's Report

Like many other Charities DABD had a challenging year which we have managed well and, wherever possible, continued to provide ongoing support to many of our clients to live their life to its fullest potential. Our staff and volunteers have, wherever possible, continued to provide care, advice, education, skills, employment and transport. These services have been even more important in addressing the additional challenges posed by the Covid pandemic, yet some have been curtailed by public safety restrictions on our normal activity. This report records how we have built on our long history of meeting challenges and addressing new needs to get through these difficult times and create a strong base for the future.

I have worked with fellow Trustees to support operational management through these challenging times, and we continue to work to create tighter financial management and ensure we remain compliant with Charitable and Company regulations. A challenging year for all businesses, commercial or charitable, either breaks you or it makes you stronger. The Trustees and Operational Leadership Team have worked closely together to make sure DABD is a stronger organisation going forward. We have survived Covid by working with staff to support them through furlough where we were no longer allowed to supply services and support them in changing the services they provided where funders have chosen to redeploy them into new roles of supporting vulnerable clients through lockdown. Throughout these challenges we have worked with the senior leadership team to support staff in maintaining quality and standards. The crisis has created huge challenges for all our staff and managers, and they have responded magnificently to those challenges.

On behalf of the Board, I would like to thank all DABD staff and volunteers for their hard work and flexibility through this difficult period. We will continue to work with them in improving our financial management, searching out new areas of service delivery, making sure the contracts are sustainable and ensuring our governance documents are up to date and appropriate to support our clients.

I hope this report demonstrates we have addressed the challenges in a difficult year and emerged tougher and fitter to move forward and better able to help all eligible clients achieve their potential.

Peter Snell (Chair of Trustees)

**The Disablement Association of
Barking and Dagenham**

CEO's Report

This year has been challenging for DABD. In 2020, DABD had to live our vision and values like never turning a year of unprecedented challenges into a year of collaboration, building trust and caring. Our customers trusted that we would be there to deliver much needed support in a consistent and efficient manner, and we did just that. We proved that we were the go-to partner for emergency support and that protecting our staff and supporting people in our community were our only priority. I have chosen to record some personal experiences which have affected the charity.

We watched as families were affected by the pandemic, and our DABD family were no exception. Two of our DABD Lodge Avenue family, Neil Beckett, and Derek Clarke, died during the pandemic. Other personal tragedy included the loss of Pat Gilman after 26 years of service to DABD and the wider community and driver Malcolm Parsons, whose team described him as an exceptional and caring team leader. I am relieved to report that, due to the hard work and exceptional diligence of our staff throughout the organisation, and the preventative action taken, the outbreak has been successfully managed to date.

We were faced with the unprecedented challenge of operating in a perpetually uncertain environment in 2020. The speed at which our staff transitioned to remote working was challenging at first, however DABD's leadership team channelled the spirit of resilience, ensuring that our clients were supported and kept safe.

We suspended some face-to-face services, giving us time to complete a full review of our historical organisational culture and operating model which I referred to in last year's report as the "trojan horse paradox". We reviewed and modified our service offer, clarified some operational roles and continued to improve inter-departmental relationships, whilst also creating a more streamlined governance structure.

Uprooting systemic operating practices is ongoing these changes will not happen overnight. I am encouraged that we have made significant inroads and that the organisation is better positioned to be sustainable in the future.

In the year ahead we must be responsive to customers' needs as they emerge, increase collaborative working, and continue to strengthen our IT infrastructure.

We are eager to welcome back staff from service areas that were suspended, these include our travel trainers, kids patch workers, who were furloughed.

My personal thanks go out to all staff for all their hard work and self-sacrifice. Worthy of special note are the care teams working in the community and at Lodge Avenue; our cleaners; our Health and Safety Officer whose tireless efforts kept us safe.

I'd like to finally offer the thanks to the Board and to all our staff, volunteers, and supporters who enable us to deliver life changing services to all our customers.

With our seventh anniversary on the horizon, DABD is committed to enabling independence and inclusion for all.

Elaine James (Chief Executive Officer)

**The Disablement Association of
Barking and Dagenham**

**Trustees' Report
for the year ended 31 March 2021**

The Trustees present their report which incorporates the strategic report set out in company law included the audited financial statements for the year ended March 2021. The report provides an organisational summary, highlighting the charities purpose the key challenges and risks which have hindered the achievement of our key objectives as well as the actual performance of the charity over the past year.

DABD is the local Charity that enables inclusion and independence.

The charities principal activities are:

Welfare Benefits & Financial Independence

- Emergency Support Funding for Families in Crisis
- Test and Trace payments
- Form Filling
- Employment and Debt Advice
- Universal Credit support
- Better off calculations
- Income maximization

Personal Care and Support

- Extra Care (floating support)
- Community Care
- Befriending

Mobility (Transport)

- Multi Occupancy Transport
- Eastway Care
- Community Transport
- School Transport
- NHS Transport

Reducing Isolation (Golden Years)

- Life choices for older people
- Community Collaborations

Skills & Education

- NEET Employment
- Functional Skills Training

Children & Young People Services (Kids patch & Travel Training)

- Saturday Clubs (Barking & Dagenham and Havering)
- Befriending
- Creche's
- Independent Travel Training (Barking & Dagenham, Havering, Waltham Forest and Barnet)

The year in review

Our vision at DABD is focused on "enabling independence and inclusion for all".

The services we deliver enhance the lives of disabled and excluded individuals and groups, providing them access to the support they need to live independently.

The charity has faced significant challenges associated with the pandemic. This included the complete closure of our children's activity clubs, the suspension of our customer socials for our social care and isolated older people's groups. Our Benefits and Financial Independence Team also suspended home visiting services, these closures affected our benefits and financial independence team.

This had a significant impact on the families we support and affected the charity's income.

**The Disablement Association of
Barking and Dagenham**

**Trustees' Report
for the year ended 31 March 2021**

The Covid 19 – Pandemic

The Covid 19 Pandemic started in March 2020 and immediately impacted the charity.

The Senior Leadership team became the emergency planning group for the charity. The team met daily basis to review the advice issued by the government and to formulate guidance for safe service delivery

Our corporate services lead worked closely with our health and safety officer to ensure that regular Covid updates were sent to all staff and that risk assessments for home working were carried out. The pandemic accelerated the testing of our business continuity plans and the agility of the business in responding to a move to home working.

The emergency planning group took the following actions:

- By 22 March we prioritized staff for shielding and furlough in line with public health recommendations
- By 22 March supported living services adopted and implemented new protocols around visiting
- By 30 March Office 365 was fully implemented enabling staff to work from home
- By 24 April business continuity plans were implemented in all service areas
- From May we implemented weekly SLT briefings to review and respond to changes in government guidance
- By June our SLT established a rota system for our drivers to support our care team minimize the spread of the virus
- By July a programme of wellbeing checks was implemented across the organisation for all staff including our colleagues on furlough
- In September the governance review was carried out by Digi – Board
- In December we adapted our services to respond to new customer demands
- In January we welcomed new trustees
- We started welcoming colleagues back to the office
- We moved into audit planning mode

In 2020 our objective was to focus on:

- Trust board expansion
- A governance Audit
- The creation of a five-year strategic plan
- The review of DABD's governing document

During the Covid -19 pandemic safety became our primary focus. We used our resources to:

To keep front line staff safe bulk orders of PPE were placed and access to networks for free supplies were fully utilized.

The corporate services team managed the rostering of staff ensuring that our customers could reach us in their time of need.

**The Disablement Association of
Barking and Dagenham**

**Trustees' Report
for the year ended 31 March 2021**

We devoted resources to ensuring that staff received wellbeing support by implementing an employee assistance programme. This gave DABD staff access to a range of support including counselling, financial advice, and tips on maintaining positive mental health.

Since March 2020 thirty front line workers have been furloughed. The impact of the pandemic on the Charity has been moderate. However, we anticipate that other unintended consequences will become apparent in the short to medium term.

Overview of Performance and financial position

The result for the year is a deficit of £91K; the turnover for the year was reduced by 12% because of the closure of several services during the pandemic.

Operating costs increased by 15% due to investment in Business Development and PA/Governance support.

We continue to strive to extend our services to more communities and boroughs in north east London. We are keen to take advantage of opportunities to collaborate with others on a wide inclusion agenda to effectively support London's most vulnerable.

The Charity has close working relationships across NE London and collaborates on initiatives that increase the choices of individuals leading to greater independence.

This year we have been reaccredited by The Fleet Operator Recognition Scheme (FORS), The Advice Quality Standard (AQS), the Disability Confident employer scheme and Matrix.

Risk Management

Principal risks to which the charity is exposed as identified by the trustees have been reviewed and systems have been established to mitigate these risks. A risk register summarises the principal risks facing the charity graded according to their likelihood and impact and identifies actions to manage them. The register is regularly reviewed and updated by risk owners and is reviewed collectively by the leadership team. All areas of significant risk are brought to the attention of the board of trustees.

In response to covid additional risk reviews were carried out, an additional focus was on measures to mitigate the decline in income, due to the suspension of key services. We invested in a business development post to support the charity in applying for covid specific funding and to increase the charities grant income.

The transition to remote working created a need to strengthen the IT security. Cyber Security was included and prioritized in our risk management plan.

During 2020/21 there was one attempt at mandate fraud, where an invoice was replicated, and an attempt made to solicit funds from one of our commissioners.

Technology is in place to minimize information security risks for cyber-attacks; attempted data theft as well as denial-of-service attacks. We have refreshed our data security policies and set up a programme of ongoing penetration testing. We have restricted access to all DABD data sources and mandated that all staff and trustees use DABD email addresses. Access to DABD IT systems requires two factor authentication.

Governance

Overall strategy and policy for the charity are agreed by the Board of trustees advised by the chief executive and other members of the Leadership Team who attend trustee meetings.

Our Trustees and CEO regularly review how we operate so we can best support the inclusion and independence needs of our customers. We are committed to achieving the highest standards of governance, to that end the board initiated a governance review in September 2020 and are continuing to implement the action plan.

The charity governance code was updated in December 2020 to include an emphasis on integrity and equality diversity and inclusion.

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We are working hard to create a fully inclusive culture. The term diversity the nine protected characteristics of the Equality Act 2010 as well as the different backgrounds, life experiences career paths and diversity of thought. We are developing Equality and Diversity Strategy to address the recommendations of the Charity Governance Code. Our ambition is to be recognized as an anti -racist organisation.

Trustees are fully committed to the code of governance's seven principles:

- Organisational Purpose
- Leadership
- Integrity
- Decision making, risk and control
- Board Effectiveness
- Equality, Diversity, and Inclusion
- Openness and accountability

The board of trustees uses the charity code of governance as a reference point for a rolling review of governance, to ensure standards always remain high

The Digi-Board governance review highlighted the need to revise the charities governing document covered in the Chair's introduction.

The themes from the governance review have been captured in our strategy 2021 – 2026.

There is still an urgent need to increase the number of trustees.

Our board of trustees (the board) is currently made up of four members and two shadow members. The board has collective responsibility for everything we do, including the legal responsibility to ensure the charity is properly controlled and managed.

In discharging their collective responsibilities our trustees:

- Exercise their powers in line with good governance principles
- Act in the best interest of the organisation
- Maintain financial probity and ensure proper financial management

The board delegates responsibility for operational management to the chief executive, who leads, Senior Leadership Team (SLT). The SLT develop most of the organisation's plans policies and processes and is responsible for their implementation following the board's advice and approval.

The board have wide- ranging skills and experience. Trustees serve an initial term of three years, with the potential to stand for re-election.

Following the Digiboard review the board agreed to adopt best practice as outlined in the charity governance code: <https://www.charitygovernancecode.org/en/5-board-effectiveness>.

Trustees are appointed for an agreed length of time, subject to any applicable constitutional or statutory provisions relating to election and re-election. If a trustee has served for more than nine years, their reappointment is:

1. subject to a particularly rigorous review and takes into account the need for progressive refreshing of the board
2. explained in the trustees' annual report.

It is our policy to seek to recruit a diverse mix of trustees. Our trustees give their time on a voluntary basis; they receive no remuneration or any other benefits.

All trustees are recruited against skills' needs and are appointed following a comprehensive recruitment and induction process, and on occasion by recommendation, based on skill and experience.

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The board secretary carries out a skills audit and the enhanced disclosure and barring check.

The Chair interviews prospective trustees before they are invited to serve as a shadow trustee to gain a better understanding of their responsibilities. Following a period of shadowing, a review meeting is held; the Trustee appointment is then approved at the next full board meeting.

On appointment, our trustees receive a handbook, governance documentation and formal induction with the Senior Leadership Team. Trustees are offered training and development opportunities throughout their time in office.

We place particular emphasis on ensuring that we have the appropriate balance of skills and experience we need and will use more targeted recruitment searches where necessary to keep under review the gender and diversity balance of trustees.

There are currently two male trustees and two female trustees.

Board Meetings

Our board meets six times a year; we also hold an annual board away day, which enables trustees and the executive to focus on key strategic issues in more depth.

We have a session at trustee meetings to provide trustees with a first-hand detailed understanding of the charities service areas and operating models.

Matters Reserved for Board

There are certain matters which the board reserves to itself through a written schedule. These include approval of the annual plan and budget, and overall strategic direction. During 2020/21 the board reviewed a number of corporate risks these were:

- Covid 19
- Safeguarding
- Financial Controls
- Information security
- Health and Safety
- Staff pensions

In mitigating some of these risks' decisions were taken to end some historical relationship where persistent errors threatened the charities compliance with regulatory bodies.

Matters not reserved for decision by the full board are delegated to committees of the board who report back to the board or to the chief executive on a regular basis.

A framework for levels of decision-making (including financial authority levels) is also in place for all our staff. This is regularly reviewed and updated, as necessary.

Financial Review

In 2021 DABD continues to face challenges with funding opportunities in an uncertain environment. There has been a reduction in the number of funding streams available to organisations with a focus on vulnerability and social inclusion.

Reserves Policy

The charity operates within a reserves policy which is reviewed annually as part of the charity's budget and planning processes. The trustees aim to grow the value of the free reserves to support and fulfil the organisation's objectives. The Trustees are in the process of developing a reserves policy.

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Future Development

We are rebuilding the charity post Covid as restrictions ease, and while there are still high levels of uncertainty, we are excited about the future.

After a year riddled with uncertainty it would be natural to take a step back and slow down. We have a full activity programme planned.

We primarily want to apply the learning for experiences at the height of the pandemic to make significant service improvements.

We are committed to:

- provide flexible working and introduce staff wellbeing support
- Develop our people to be their best self
- Further improve our use of digital technologies
- Improve social care choices
- Enhance leadership capabilities
- Improve board effectiveness
- Supporting the kickstart programme
- Providing opportunities to interns with special educational needs
- Provide placements to students on early years and social care programme

We will continue to review our services to ensure they are future proof. We are conscious however that the full impact of the pandemic is yet to be realised. Future proofing will be based on insights and tested learning in collaboration with our service users.

We are approaching our 70th year and looking at a total rebrand and refresh of the charity with a focus on independence and inclusion. We have built new relationships and connected with new donors, making us confident about the charity's future.

As 2021/22 opens we have achieved our good CQC rating, our quality audit has cited areas of good and excellent work in relation to our care delivery.

In addition, we want to ensure that DABD is a great place to work.

Departmental Reports

Independent Travel Training

Having the confidence and skills to travel independently can make such a positive difference to young people's lives.

DABD's Travel Training programme helps young people with disabilities, special educational needs (SEN) or additional needs develop coping strategies and road and personal safety skills so that they can make the journey to their place of education independently. This could be by walking or using the bus, train or tube or a combination of several transport modes.

Our Travel Training programme is designed to create long-term positive effects which can support young people through their transition into adulthood. This includes improved:

- social interaction skills
- life skills
- self-esteem
- management of fears and anxieties
- responsibility
- road safety awareness
- time management
- coping strategies
- communication skills

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Kids Patch Club

Kids Patch is our Ofsted registered weekend club for children and young people aged 5 + with disabilities or additional needs.

The club offers a friendly, fun, social and inclusive environment for three age groups (5 – 8, 9 – 13 and 14 – 18) with specialist equipment and facilities and trained staff.

Children and young people can enjoy crafts and themed activities promoting confidence, positive relationships and of course, fun!

Personal Care

For our customers who want to live an independent life in your own home but feel they need extra help and support, our care support service can support you to live an independent life.

As an organisation that has care at its heart, DABD always puts the needs of our clients first, and we pride ourselves on offering high-quality service.

Our service is designed to suit your needs. We will ask you what you feel you need regarding support and you will be able to make decisions about your care.

Welfare Benefits Service

Many people are unsure or unaware of which benefits and tax credits they could be claiming.

We are here to make sure that you understand what help you may be entitled to and how to go about it.

Our Benefits advice service to help you understand your entitlements and give you advice and support.

Income maximisation

We will look at your financial situation. We can help you get to a place where you/your family has the best financial opportunities possible and maximise the amount that you are receiving.

Benefits checks

Our dedicated team will assess your situation in all its aspects and find out which benefits you could be claiming. There could be benefits that you haven't thought to look into or simply have not heard about.

Help filling in forms

Filling in forms can be confusing, sometimes forms use complicated terminology and can be difficult to fill out correctly. Rather than risk holding up the process of claiming, if you are unsure about a form you're filling in talk to us. We have a team that will sit and help you fill out the form, or fill them out on your behalf.

'Better-off' calculations

Going back to work can be a scary time for some. The thought of having your financial situation change drastically isn't something that you should fear, however. With our 'Better-off' calculation service, we can explain to you the benefits of moving into work, and how much better off you would be given your situation.

Challenging decisions with regards to your benefits

Sometimes decisions can be made with the benefits that you do not agree with. It can happen to anyone at anytime and the process behind challenging such a decision can be daunting.

We're here to help you. We can give you support and advice on how best to challenge a decision and help get things sorted.

In addition to our core services during the pandemic we supported families in crisis and administered support funds which included:

- Emergency Support
- Winter Fuel Payments
- Test and Trace

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Transport overview

DABD Mobility Services work with partners and commissioners who all want the very best for their communities and see accessible and inclusive transport as part of a solution to a host of challenges faced by those with impaired mobility in our society. We operate a reliable and friendly door-to-door transport service at a fair, yet competitive cost for people of all ages with limited mobility.

Along with the Divisional Lead, the Service Coordinator, two Team Leaders and an administrator/driver, we have 35 paid full-time drivers, 10 paid part-time drivers and one volunteer driver operating 35 fully accessible passenger-lift vehicles, including one vehicle equipped with stretcher and oxygen facilities. All our drivers are MiDAS (Minibus Driver Awareness Scheme) trained and, we can also supply PATS (Passenger Assistant Training Scheme) trained Passenger Assistants.

As well as providing individual journeys to the people of the community, our vehicles are available for contract hire. Current commissions we undertake include transport for the NHS' Retinal Screening Service and the Acute Frailty Service at King George Hospital, several local London Boroughs, Education Departments, day centre transport, independent travel by direct payments and Transport for London door-to-door Dial-a-Ride services.

Our vehicles are also available on loan (with or without a driver) for individual or group community activities.

DABD Equipment and Wheelchair services offers a wide range of daily living equipment for purchase from manual and electric wheelchairs and electric scooters through to walking aids, adapted household items and personal care products such as bathing aids and commodes.

We have been supporting people to choose the correct independent living equipment suitable for their needs for 20 years and are also able to give independent advice and information, product care advice and demonstrations if required.

2020/21

Social Value

During 2020/21, the Mobility Division continued to focus on a collaborative strategy with Community Transport London members around the advantages community transport plays in addressing a range of social issues, not just loneliness and isolation, but also the positive effect it can have in areas such as employment, crime prevention and victim support.

Community transport has also been shown to help build localised social capital and assist the Mayor of London to meet environmental targets.

Contracts and growth

Our trustworthiness and dependability as a transport provider means that we are held in high regard by our commissioners and peers alike. This has led to contract extension opportunities for the Division and is a testament to the dedication of the front-line staff delivering our mobility services. Our commissioned services include:

- Eastway Care Ltd – This is a care provider offering respite and day care services for clients in north east London. DABD Mobility Division provides 22 buses for the transport requirements of these clients.
- There was some growth in our Dial-a-Ride MOAT (Multi Occupancy Accessible Transport) contract commissioned by Transport for London. As a MOAT stakeholder, we are now providing 49 Dial-a-Ride shifts over a seven-day period. This includes four shifts on weekends on an ad-hoc basis.
- Havering Learning Disability Society are a local charity that have commissioned us to provide three vehicles to transport members to activities held at their Monday Club and a bus for their swimming group on Saturdays.
- Barking and Dagenham, Havering & Redbridge Clinical Commissioning Group require us to provide transport for patients to attend retinal screening appointments at Porters avenue Clinic and Homerton Hospital. This is an ad-hoc service driven by demand from the CCG.

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- BHR CCG/NELFT Acute Frailty Service consists of a two-person crew transporting discharged patients' home from either Queens or King George Hospitals. Initially commissioned to speed up the process of discharging patients, this service has changed dramatically since its inception. It is primarily now used to support elderly or frail Covid-19 patients when discharged from hospital after recovery and is a unique transport option for the medical teams to use.

Areas of concern

DABD own three minibuses that were all registered in 2012. These vehicles are Euro VI compliant and are subject from the 25 October 2021 to the daily Ultra Low Emissions Zone (ULEZ) charge. It would be prudent to consider a plan to finance replacement of these vehicles over the next two years, starting with Fiat Ducato LJ62JHO as the first to be taken out of service.

Benefits of Community Transport Services

Voluntary organisations and social enterprises principally exist to provide social improvement. To meet the challenges of substantially reducing local authority budgets and voluntary sector grants, the restructuring of health and social care along with the growth in the ageing population, increases the need for inclusion and added value in all strategic decisions.

We therefore aim to enable individuals to design their own ground-up transport solutions, placing their access and inclusion needs at the forefront of our service delivery. The nature of community transport operators and drivers means that the direct social benefit from using community transport schemes, as opposed to other modes of transport, is far greater.

Some of the benefits to service users are:

- Providing access to social opportunities
- Providing opportunities to leave the house
- Giving a chance to socialise with the driver and other passengers
- Improving access to GPs and healthcare facilities (resulting in early diagnosis and treatment, which in turn leads to reduced mortality rates, improved health outcomes, reduced health inequalities and lower healthcare costs)
- Allowing people to live independently for longer (reducing demand on expensive nursing and residential care)
- Replacing expensive domicile health visits by more frequent visits to the relevant health facility
- Reducing non-attendance for health services by ensuring those with transport difficulties do not miss their scheduled appointments
- Enabling people to be discharged earlier from hospitals by providing a solution to get people home, and ensuring they have access to the services they need while they recover at home
- Reducing demand on expensive Patient Transport Services by offering a suitable alternative
- Drivers and passenger assistants can identify early warning signals of problems, due to their regular contact with an otherwise isolated person, and so attempt to mitigate future problems. (This can directly benefit the individual and reduce the potential indirect costs to society.)

Passengers and trips

During 2020/21, the Mobility Division delivered only 42,886 passenger trips.

Due to Covid lockdowns and travel restrictions, services and passenger numbers were severely reduced. Dial-a-Ride and Eastway Care continued to provide transport for those that were considered vulnerable and we continued to provide trips to hospitals, shops, weddings, funerals, schools, colleges, faith centres, holidays, airports, dentists, clinic appointments, museums and theatres where possible.

To protect clients at The Lodge, Mobility also provided transport for our care staff during both lockdowns so that they did not have to travel on public transport, limiting their possibility of exposure to the virus.

Mobility also helped in the community, managing and delivering food parcels to shielding residents in the borough.

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We also provided transport for our Golden Years coordinators to collect shopping and medication for those shielding at home in our communities.

Overall environmental Impact

Mobility Division vehicles travelled 317,257 miles (510,576 kilometres) using 16,361 imperial gallons (74,379 litres) of fuel. This equates to an average vehicle fuel consumption of 19.40 mpg (6.90 km/l), creating 293.70 tonnes of Co2 and 435.96 kilograms of NOx and PM's.

It is Mobility's intention to investigate the replacement of the current fleet with hybrid or alternative fuel powered vehicles. Crucially, we would need to source a depot that would allow the infrastructure to be put in place to recharge or refuel these vehicles.

Summer/winter excursions

All excursions were unfortunately suspended due to the Covid pandemic. We aim to reinstate these once Government restrictions allow us.

Training

All drivers either completed or renewed their MiDAS certificates as necessary throughout 2020/21. Along with this, a comprehensive programme of e-learning took place and included all drivers. To be Fleet Operator Recognition Scheme (FORS) compliant, every driver had to complete eleven modules of e-learning, based around driving safety and economy, while Dial-a-Ride compliance required all drivers to complete ten e-learning modules based around driving safety, economy and customer service. Furthermore, drivers were offered training in first aid, manual handling and oxygen/stretchers use.

Coronavirus pandemic

The COVID pandemic is having an unprecedented impact across the UK, and there has been a significant drop in demand for traditional community transport services such as Dial-a-Ride transport, school contracts, and community bus services since it began.

Generally, whilst demand has fallen overall for essential services such as hospital and health related transport, these services have been least affected, thereby demonstrating the vital role DABD Mobility plays in providing essential journeys.

The usual funding streams for community transport have heavily reduced since lock-down began. DABD Mobility are confident that we will retain income from existing contracts and local authority funding, but fare and excursion income along with donations have been the hardest hit.

As with other Divisions, Mobility services have had staff and volunteers who have been unable to work due to self-isolation or shielding. However, we have not used the Coronavirus Job Retention Scheme, as commissioners continued to pay us for services throughout the pandemic. Therefore, only three staff have been furloughed, and three have chosen to self-isolate.

Mobility was also affected by the national PPE shortage at the beginning of the lockdown, and we struggled to obtain the most essential items such as face masks, hand sanitiser, disposable gloves etc, however we never once could not provide these to staff.

Despite these challenges, the Mobility Division has been stepping up and adapting its services, undertaking new activities such as home delivery of food and medicines, partnering with local foodbanks, providing transport for care staff at The Lodge as well as increasing phone contact and support for the most vulnerable, socially isolated passengers and our shielding/self-isolating staff.

More recently though, the positive impact of providing transport for passengers that wish to receive their Coronavirus vaccinations has been noted and fed back anecdotally through our staff, giving us all something to aim for collectively in the future.

**The Disablement Association of
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I believe that this pandemic has already given rise to the spirit of charity and community that brings people together. Mobility staff are at the forefront of this, and they have confronted head-on any challenge they have faced. I cannot put into words how proud I am of their resilience and perseverance during some of the most uncertain times they have probably experienced, and they are a testament to our charity and their commitment to the communities that they serve.

Business Development & Commercial

Overview

The role of Business Development & Commercial (BD&C) Lead has been established this year (March 2020) to support the charity with income generation to enable the delivery of successful outcomes around our financial, strategic growth and development objectives. Leading to new business development opportunities (principally via new or extended contracts or bid/grant funding) and working with the other divisional leads to support the charity to fulfil its strategic plan and meets its budgetary objectives.

On a day-to-day level, this manifests itself into four main areas of activity:

- Research, prepare and submit funding applications to support organisational stability & future growth
- Working with the divisional leads to extend or secure new business contracts for the charity.
- Creating, developing, and actively participating in partnerships and collaborations with organisations that mirror the vision & values of the charity
- Identify and deliver cost savings or enhancements to the charity's supplier chain and service network

The Business Development Lead role is a new appointment for the charity and coincided with the start of the global Covid-19 pandemic.

March heralded the first of three national lockdowns which affected the impact of the role in 2020/21.

Since April 2021 the results can be evidenced in the following key areas:

Funding

In April 2021, new funding totalling £55,000 has been secured from several organisations including, The Edward Gostling Foundation, Tesco, Waitrose, Smart Energy BG/National Energy Action (NEA) and the Kickstart Scheme.

We have also created a healthy pipeline of submitted & pending applications totalling c.£263,000. By the nature of the application method and the fierce competition from other worthy charities seeking financial support, against the backdrop of the pandemic, we know that not all of these bids will be successful. However, the pipeline and process are now well established and will continue to grow into the new financial year.

Contracts

Across the past twelve months, we have focussed heavily on retaining and developing new contractual income streams with local authorities, commissioners and organisations that are more aligned with the strategic aims of our charity.

Our working relationships with all the local boroughs have strengthened significantly across the last twelve months, as we have secured new contracts with LB of Barking & Dagenham (LBBD), LB of Havering and most recently with the LB of Barnet.

A new mobility contract with Oomph Wellness has also been secured, in addition to an exciting collaboration with a long-term partner to DABD, the Barking Enterprise Centre (BEC).

Partnerships & Collaborations

As with contracts, a lot of hard work has been put into identifying, developing & maintaining new and existing partnerships & collaborations that mirror the vision and values of the charity.

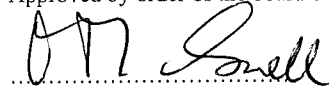
**The Disablement Association of
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**Trustees' Report
for the year ended 31 March 2021**

Auditors

The auditors, Moore Kingston Smith LLP, are deemed to be reappointed under section 487(2) of the Companies Act 2006.

Approved by order of the board of trustees on 25/11/21 and signed on its behalf by:



Peter Snell, Chair of trustees

**The Disablement Association of
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Clearly, the impact of the three national lockdowns in the past year, have curtailed the f2f element of this work. However, this has just accelerated the development of our remote communication skills and encouraged us to become more proficient with digital means such as the Teams & Zoom meeting platforms. In fact, this has not been a barrier at all and has really helped the charity enhance our existing & new partnerships with the below organisations.

We have also committed to directly support our local boroughs and neighbouring authorities on a more personal, proactive, and participatory basis. This has led to members of the DABD Senior Leadership Team taking active roles on project boards and steering groups, such as the LBBD Community Banking Project and the LBBD Funding Panel.

This level of commitment and personal investment demonstrates that DABD really want to take a responsible and active role in the successful future of the borough and other local authorities who work with us.

Suppliers

Finally, onto the last workstream that has been the focus of BD&C activity over the past year.

The key driver here is to identify and deliver cost savings or enhancements to the charity's supplier chain and service network. The principal objective remains to reduce expenditure without compromising the service levels we receive and where possible, enhance the functionality or product offering from the supplier.

We have seen some significant successes here, such as our recent move to a new telecommunications provider, changing from static phones to a digital, cloud-based offering.

The new system not only provides much greater functionality and accessibility for our customers and staff (including the ability to access the charities phone network whilst working from home or away from the office, as is more & more frequent in lockdown) but in addition, delivering a significant cost saving of c.£15k in year one with subsequent savings of c.£10k pa thereafter.

New supplier contracts have also been negotiated within the mobility division on fleet hire and insurance, creating a cost savings of c.18k (insurance) and c.£9k (fleet hire) without any loss of cover or specification on both deals.

Agreements were also negotiated with a new HR Advice partner delivering cost savings.

Successful funding since April 21, in the backdrop of the pandemic and the resultant negative impact on income streams, is evidence of sound judgement in introducing the role at this time.

Our Partners

Age UK, Ab Phab, Advice Plus Barking & Dagenham, Advice UK, BD College, BD Collective, Barking & Dagenham CVS, BEC, Breezie, Carers of Barking & Dagenham, Christians Against Poverty, Citizens Advice Bureau (B&D), Community Transport Association, Community Fridge, Community Mental Health Team, CQC, Dagenham & Redbridge FC, Dial A Ride, Department of Work & Pensions, Eastway Care, Edward Gostling Foundation, Family Mosaic, First Stop Healthcare, Ford Britain Trust, Good Things Foundation, Foundations, Halls of Ivy, Havering Learning & Disability Society (HLDS), HEET, Home Improvement Trust, HUBB, Inclusion London, ILA, Independence Age, Job Centre Plus, Kickstart, Kingsley Church Hall & CC, London Boroughs of Barnet, Barking & Dagenham, Havering, Newham, Redbridge and Waltham Forest, London Rebuilding Society, Morrison Foundation, National Lottery, NHS, Ofsted, Oomph Wellness, Outlook Care, MenCap, Mind in Havering & B&D, Participatory City, Progress Project, RAMFEL, Refuge UK, Reconnections, Redbridge CVS, Scope, Smart Energy GB, Sparko, Stay Safe East, Sycamore Trust (formerly PACT), Tesco, TfL, Treetops (Romford) Ltd, UK Youth, Voice ability, Volunteer Barking & Dagenham, Waitrose.

**The Disablement Association of
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**Statement of Trustee Responsibilities
for the year ended 31 March 2021**

The trustees (who are also the directors of The Disablement Association of Barking and Dagenham for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

In so far as the trustees are aware:

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

**Auditors Report to the Trustees of
The Disablement Association of Barking and Dagenham**

Opinion

We have audited the financial statements of The Disablement Association of Barking and Dagenham for the year ended 31 March 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 'The Financial Reporting Standard Applicable in the UK and Ireland' (United Kingdom Generally Accepted Accounting Practice).

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 2021 and of its deficit for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

Basis of opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs(UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the audit of financial statements section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our unqualified opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

**Auditors Report to the Trustees of
The Disablement Association of Barking and Dagenham (continued)**

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

-
- adequate accounting records have not been kept by the charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we required for our audit.

Responsibilities of directors

As explained more fully in the trustees' responsibilities statement set out on page 17, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the charitable company.

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the charitable company and considered that the most significant are the Companies Act 2006, the Charities Act 2011, the Charity SORP, and UK financial reporting standards as issued by the Financial Reporting Council.
- We obtained an understanding of how the charitable company complies with these requirements by discussions with management and those charged with governance.
- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.
- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.
- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

**Auditors Report to the Trustees of
The Disablement Association of Barking and Dagenham (continued)**

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our Auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our Auditor's report. However, future events or conditions may cause the charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

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 for no purpose other than to draw to the attention of the charitable company's members those matters which we are required to include in an Auditor's report addressed to them. To the fullest extent permitted by law, we do not accept or assume responsibility to any party other than the charitable company and charitable company's members as a body, for our work, for this report, or for the opinions we have formed.

Orbital House
20 Eastern Road
Romford
Essex
RM1 3PJ



**Karen Wardell (Senior Statutory Auditor)
For and on behalf of Moore Kingston Smith LLP
Chartered Accountants**

Dated: 3 December 2021

**The Disablement Association of
Barking and Dagenham**

**Statement of Financial Activities
for the year ended 31 March 2021**

	Notes	Unrestricted fund £'s	Restricted fund £'s	2021 £'s	2020 £'s
Income					
Donations, Legacies & Similar Income	3	1,629	-	1,629	2,378
Charitable Activities - Objects	4	2,558,273	6,254	2,589,527	2,918,089
Other income		113,061	-	113,061	58,982
Investment Income	5	3	-	3	-
Total Income		2,697,966	6,254	2,704,220	2,979,449
Expenditure					
Charitable Activities - Objects	6	2,158,858	11,422	2,170,280	2,464,552
- Administration	7	624,856	-	624,856	501,504
Total Expenditure		2,783,714	11,422	2,795,136	2,966,056
Net (Expenditure)/Income		(85,748)	(5,168)	(90,916)	13,393
Transfer between funds		-	-	-	-
Total Funds Brought Forward		223,954	11,422	235,376	221,983
Total Funds Carried Forward	15	138,206	6,254	144,460	235,376

The statement of financial activities includes all gains and losses in the year. All income and expenditure derives from continuing activities.

The notes on pages 24-33 form part of these accounts.

**The Disablement Association of
Barking and Dagenham**

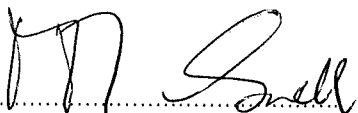
**Balance Sheet
for the year ended 31 March 2021**

	Notes	2021 £'s	2020 £'s
Fixed Assets			
Tangible Fixed Assets	10	1,304	1,226
Current Assets			
Debtors	11	341,980	519,228
Cash at bank and in hand		135,516	654
		<u>477,496</u>	<u>519,882</u>
Creditors: amounts falling due within one year	12	<u>(334,340)</u>	<u>(285,732)</u>
Net current assets		<u>143,156</u>	<u>234,150</u>
Net Assets		<u>144,460</u>	<u>235,376</u>
Represented by:			
Restricted funds		6,254	11,422
Unrestricted funds		138,206	223,954
Funds of the Charity	15	<u>144,460</u>	<u>235,376</u>

These accounts are prepared in accordance with the Charity SORP (FRS102) and the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

The trustees acknowledge their responsibilities for complying with the requirement of the Companies Act with respect to accounting records and the preparation of financial statements.

Approved by the board of trustees on 25/11/21 and signed on behalf.


Peter Snell (Chair of trustees)

Company no.: 2800290

The notes on pages 24-33 form part of these accounts.

**The Disablement Association of
Barking and Dagenham**

**Statement of Cash flows
for the year ended 31 March 2021**

	2021	2020
	£	£
Cashflow from operating activities:		
Net cash from/(used in) operating activities	165,547	(44,311)
Cashflow from investing activities		
Investment income	3	-
Acquisition of tangible fixed asset	(649)	(1,634)
Cash provided from investment activities	(646)	(1,634)
Change in cash or cash equivalents	164,901	(45,945)
Cash at 01/04/2020	(29,385)	16,560
Cash and cash equivalents at 31/03/2021	135,516	(29,385)
Reconciliation of net cash from operating activities		
Net (expenditure)/income	(90,916)	13,393
Interest received	(3)	-
Increase/(decrease) in debtors	177,248	(126,675)
Increase in creditors	78,647	51,754
Depreciation	571	17,217
Net cash from/(used in) operating activities	165,547	(44,311)

The notes on pages 24-33 form part of these accounts.

**The Disablement Association of
Barking and Dagenham**

**Notes to the Financial Statements
for the year ended 31 March 2021**

1. ACCOUNTING POLICIES

The Disablement Association of Barking and Dagenham is a private company limited by guarantee domiciled and incorporated in England and Wales. The registered office is Pembroke Gardens, Dagenham, Essex RM10 7YP.

Basis of accounting

The financial statements have been prepared under the historical cost convention and in accordance with the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland effective 1 January 2015 (The FRS 102 Charities SORP), the Companies Act 2006 and Charities Act 2011.

The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest pound.

The Trustees confirm that the Charity meets the definition of a public benefit entity under FRS 102.

Income

Voluntary income, grants and donations are included in income when they are receivable, except when the donors' conditions have not been fulfilled, and then the income is deferred.

The income from fundraising ventures is shown gross, with the associated costs included in fundraising costs.

The charity receives the benefit of work carried out by volunteers and receives the use of facilities and equipment without charge. No value is placed on these gifts in kind within the accounts.

Expenditure

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Individual assets costing £500 or more are capitalised at cost.

Depreciation is provided on all tangible fixed assets at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings	- 25% straight line
Motor vehicles	- 25% straight line
Equipment	- 25% straight line

Taxation

The charity is exempt from corporation tax on its charitable activities.

Volunteer help

The Trust receives support from a wide variety of volunteers. It is not practical to place a value on the time volunteered by all these persons, due to the variety of duties performed, the differences in time spent, and the sheer number of volunteers who gave of their time.

Pension costs

The Trust operates a defined contribution scheme for the benefit of some of its employees. The costs of the defined contributions are written off against incoming resources in the year they are payable. The assets of the scheme are held separately from the Trust in independently administered funds. The majority of the employees are members of a money purchase policy, which was set up to meet the government's requirements regarding pension provisions for all staff. Contributions to the policy made on behalf of employees are also charged against incoming resources in the year they are paid.

**The Disablement Association of
Barking and Dagenham**

**Notes to the Financial Statements
for the year ended 31 March 2021**

1. ACCOUNTING POLICIES (CONTINUED)

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Going concern

The charity made a net deficit of £90,916 (2020: £13,393 surplus) during the year ended 31 March 2021 and, at that date, the charity's unrestricted reserves had decreased to £138,206 (2020: £223,954). These results for the year to 31 March 2021 are a direct result of the effects of Covid-19 on the charity's operations. Forecast and budgeted results and cash flows for the next 12 month period are positive, at the time of approving these financial statements the trustees have a reasonable expectation the charity can continue in operational existence for a period of 12 months from the date of signing these financial statements.

In April 2021, new funding totalling £55,000 has been secured from several organisations including, The Edward Gostling Foundation, Tesco, Waitrose, Smart Energy BG/National Energy Action (NEA) and the Kickstart Scheme.

The charity therefore continues to adopt the going concern basis in preparing its financial statements.

Financial assets and liabilities

The charitable company only has basic financial instruments.

Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks and other short-term liquid investments with original maturities of three months or less.

Government grants

Government grants are recognised at the fair value of the asset received or receivable when there is reasonable assurance that the grant conditions will be met and the grants will be received.

A grant that specifies performance conditions is recognised in income when the performance conditions are met. Where a grant does not specify performance conditions it is recognised in income when the proceeds are received or receivable. A grant received before the recognition criteria are satisfied is recognised as a liability.

2. CRITICAL ACCOUNTING ESTIMATES AND JUDGEMENTS

In the application of the charitable company's accounting policies, the trustees are required to make judgments, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised, if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

Key sources of estimation uncertainty

Useful economic lives of tangible fixed assets

The annual depreciation charge for tangible fixed assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets. See note 10 for the carrying amount of the tangible fixed assets and note 1 for the useful economic lives for each class of asset.

**The Disablement Association of
Barking and Dagenham**

**Notes to the Financial Statements
for the year ended 31 March 2021**

3. DONATIONS, LEGACIES AND SIMILAR INCOME

	2021	2020
	£'s	£'s
Donations	1,629	2,378
	<u>1,629</u>	<u>2,378</u>

4. INCOME FROM CHARITABLE ACTIVITIES - OBJECTS

	2021	2020
	£'s	£'s
Golden Years	6,527	20,636
Transport Services	1,693,539	1,538,362
Welfare Benefits	207,627	210,080
Employment Training	-	92,648
Havering ESS	48,655	40,332
Personalisation & Personal Care Services	574,195	897,862
Travel Training	14,330	111,216
Core and Other Income	44,654	6,953
	<u>2,589,527</u>	<u>2,918,089</u>

The above income includes £6,254 (2020: £40,000) which relates to restricted funds.

**The Disablement Association of
Barking and Dagenham**

**Notes to the Financial Statements
for the year ended 31 March 2021**

5. INVESTMENT INCOME

	2021	2020
	£'s	£'s
Interest received	3	-
	3	-

6. EXPENDITURE ON CHARITABLE ACTIVITIES - OBJECTS

	2021	2020
	£'s	£'s
Golden Years	-	57,399
Transport Services	1,478,236	1,397,369
Welfare Benefits	180,156	152,547
Employment Training	-	122,677
Havering ESS	2,003	18,318
Personalisation & Personal Care Services	509,885	627,274
Travel Training	-	88,968
	2,170,280	2,464,552

The above expenditure includes £11,422 (2020: £69,907) which relates to restricted funds.

All of the above expenditure relates to direct costs of the charity and staff costs have been allocated to the individual charitable activities.

**The Disablement Association of
Barking and Dagenham**

**Notes to the Financial Statements
for the year ended 31 March 2021**

7. CHARITABLE ACTIVITIES - ADMINISTRATION

	2021	2020
	£'s	£'s
Sales and office costs	614,356	491,004
Audit Fee	10,500	10,500
	624,856	501,504

All of the above expenditure relates to support costs for the charity.

8. NET INCOME/(EXPENDITURE)

Net income/(expenditure) for the year is stated after charging:	2021	2020
	£'s	£'s
Depreciation	571	17,217
Audit fees	10,500	10,500
Non audit fees paid to the company's auditor	1,740	1,680
Operating lease charges	83,853	177,530

9. STAFF COSTS

No remuneration was paid to trustees in the year. During the year one employee (2019: one) earned between £60,000 and £70,000 per annum.

Remuneration of the Charity's key management personnel in the year was £152,952 (2020: £189,331).

	2021	2020
	£'s	£'s
Wages and salaries	1,707,702	1,755,506
Social Security	119,029	116,578
Pension	38,401	43,524
	1,865,132	1,915,608

	2021	2020
No of employees by functions:		
Welfare Benefits	5	6
Personal Care Services & Travel Training	64	62
Education, Skills and Employment	7	9
Corporate Services	9	11
Mobility Services	35	35
	120	123

**The Disablement Association of
Barking and Dagenham**

**Notes to the Financial Statements
for the year ended 31 March 2021**

10. TANGIBLE FIXED ASSETS

	Equipment £'s	Vehicles £'s	Total £'s
Cost			
At 01/04/2020	76,801	243,146	319,947
Additions	649	-	649
	77,450	243,146	320,596
Depreciation			
At 01/04/2020	75,575	243,146	318,721
Charge in year	571	-	571
	76,146	243,146	319,292
As at 31/03/2021	1,304	-	1,304
As at 31/03/2020	1,226	-	1,226

11. DEBTORS

	2021 £'s	2020 £'s
Trade Debtors	194,025	304,916
Prepayments and accrued income	125,580	214,312
Other debtors	22,375	-
	341,980	519,228

**The Disablement Association of
Barking and Dagenham**

**Notes to the Financial Statements
for the year ended 31 March 2021**

12. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£'s	£'s
Trade Creditors	146,208	179,819
Accruals	37,078	21,770
Deferred Grants	25,520	6,369
Other taxes and social security costs	40,598	35,363
Bank loans and overdrafts	-	30,039
Conduit funds (note 14)	66,429	4,673
Other creditors	18,507	7,699
	334,340	285,732

13. OPERATING LEASE COMMITMENTS

At the reporting end date the charity had outstanding commitments for future minimum lease agreements under non-cancellable operating leases, which fall due as follows:

	2021	2020
	£'s	£'s
Due within 1 year	158,459	177,084
Due between 2 and 5 years	200,853	359,360
Due after 5 years	37,050	48,750
	396,362	585,194

14. CONDUIT FUNDS

DABD administrates funds on behalf of The London Borough of Havering and this activity is recognised in the accounts as conduit funds. The beneficiaries of the funds are determined by The London Borough of Havering. The movement in conduit funds during the year are as follows:

	Track & Trace - Grant £'s	The London Borough of Havering £'s	2021 £'s	2020 £'s
Balance brought forward	-	4,673	4,673	-
Funds received	217,500	480,000	697,500	50,000
Funds disbursed	(201,381)	(434,363)	(635,744)	(45,327)
Balance carried forward	16,119	50,310	66,429	4,673

**The Disablement Association of
Barking and Dagenham**

**Notes to the Financial Statements
for the year ended 31 March 2021**

15. MOVEMENT IN FUNDS

2021	At 1st April 2020 £'s	Income £'s	Expenditure £'s	At 31st March 2021 £'s
Unrestricted Funds	223,954	2,697,966	(2,783,714)	138,206
Restricted Funds - City Bridge	11,422	-	(11,422)	-
Restricted Funds- Golden Years	-	6,254	-	6,254
	<u>235,376</u>	<u>2,704,220</u>	<u>2,795,136</u>	<u>144,460</u>
2020	At 1st April 2019 £'s	Income £'s	Expenditure £'s	At 31st March 2020 £'s
Unrestricted Funds	180,654	2,939,449	(2,896,149)	223,954
Restricted Funds - Big Lottery	17,529	-	(17,529)	-
Restricted Funds - City Bridge	23,800	40,000	(52,378)	11,422
	<u>221,983</u>	<u>2,979,449</u>	<u>(2,966,056)</u>	<u>235,376</u>

City Bridge

Financial Health Initiative – Enabling independence by helping people in poverty to address financial issues.

Golden Years

The Pat Gillam 'Golden Years' Legacy. Enabling independence by reducing isolation.

16. FINANCIAL INSTRUMENTS

	2021 £'s	2020 £'s
Carrying amount of financial assets measured at amortised cost	261,068	480,222
Carrying amount of financial liabilities measured at amortised cost	268,224	244,000

**The Disablement Association of
Barking and Dagenham**

**Notes to the Financial Statements
for the year ended 31 March 2021**

17. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Restricted funds £	Unrestricted funds £	Total £
Fund balances at 31 March 2021 are represented by:			
Tangible fixed assets	-	1,304	1,304
Debtors	-	341,980	341,980
Cash at bank and in hand	6,254	129,262	135,516
Creditors due in one year	-	(334,430)	(334,430)
	<u>6,254</u>	<u>138,116</u>	<u>144,370</u>
	<u>£</u>	<u>£</u>	<u>£</u>
Fund balances at 31 March 2020 are represented by:			
Tangible fixed assets	-	1,226	1,226
Debtors	-	519,228	519,228
Cash at bank and in hand	11,422	(10,768)	654
Creditors due in one year	-	(285,732)	(285,732)
	<u>11,422</u>	<u>223,954</u>	<u>235,376</u>
	<u>£</u>	<u>£</u>	<u>£</u>

**The Disablement Association of
Barking and Dagenham**

**Notes to the Financial Statements
for the year ended 31 March 2021**

18. COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £'s	Restricted fund £'s	2020 £'s
Income			
Donations, Legacies & Similar Income	2,378	-	2,378
Charitable Activities - Objects	2,878,089	40,000	2,918,089
Other Income	58,982	-	58,982
Total Income	2,939,449	40,000	2,979,449
Expenditure			
Charitable Activities - Objects	2,394,645	69,907	2,464,552
- Administration	501,504	-	501,504
Total Expenditure	2,896,149	69,907	2,966,056
Net Income/(Expenditure)	43,300	(29,907)	13,393
Transfer between funds	-	-	-
Total Funds Brought Forward	180,654	41,329	221,983
Total Funds Carried Forward	223,954	11,422	235,376

