BIRMINGHAM DISABILITY RESOURCE CENTRE

England & Wales · Charity number 1034581

Details

Status	Registered
Legal form	Charitable company
Company number	02897250
Registered	1994-03-07
Register	View on the Charity Commission register

Contact

Address	Unit 18 Ace Business Park Mackadown Lane Kitts Green Birmingh
Phone	0303 040 2040
Email	drc@disability.co.uk
Website	http://www.disability.co.uk

Activities

Objects: TO PROMOTE FOR THE PUBLIC BENEFIT THE RELIEF OF PEOPLE WHOSE IMPAIRMENT OR THE NATURE OF THEIR CONDITION SUBJECTS THEM TO PHYSICAL, MENTAL, LEARNING OR SENSORY DISABILITY BY THE PROVISION OF FACILITIES AND SERVICES KNOWN AS BIRMINGHAM DISABILITY RESOURCE CENTRE THROUGH WHICH DISABLED PEOPLE MAY REALISE THEIR FULL POTENTIAL AS INDIVIDUALS AND AS MEMBERS OF SOCIETY, IRRESPECTIVE OF THE NATURE OF THEIR IMPAIRMENT OR CONDITION, DISABILITY, GENDER, SEXUAL ORIENTATION, NATIONALITY, RACE, RELIGIOUS BELIEF, STATUS AS A MARRIED PERSON OR CIVIL PARTNERSHIP, PREGNANCY, SPENT CONVICTIONS OR OTHER CONDITIONS NOT JUSTIFIED IN LAW.

Activities: Provision of a range of person-centered information, advice and support services to disabled people and their support networks primarily living in Birmingham, Solihull and the wider West Midlands.Provision of a range of professional services to assist organisations in the West Midlands to meet their legal obligations under anti disability discrimination legislation including the Equality Act.

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Classification

- **How:** Provides Human Resources, Provides Buildings/facilities/open Space, 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, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People, Elderly/old People, People With Disabilities, Other Charities Or Voluntary Bodies, The General Public/mankind

Geography

- **Area of benefit:** NOT DEFINED, IN PRACTICE BIRMINGHAM
- Birmingham City
- Coventry City
- Sandwell
- Solihull
- Walsall
- Wolverhampton

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£1,649,451	£1,758,200	£493,931	36
2024-03-31	£1,248,459	£1,325,314	£602,680	27
2023-03-31	£1,213,499	£1,208,424	£679,535	30
2022-03-31	£1,145,223	£1,085,991	£674,460	25
2021-03-31	£1,262,022	£1,146,730	£615,228	30

Trustees

Name	Role	Appointed
TIM PHILLIPS	Chair	
Ademuyiwa Oluwaseun Ademola		2025-12-09
Anthony Paul Kennedy		2023-07-25
Brigid Lawlor		2014-10-28
David Lloyd		2020-07-23
Lucy Annabelle Clark		2025-06-18

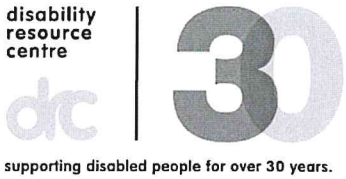
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BIRMINGHAM DISABILITY RESOURCE CENTRE

England & Wales - Charity number 1034581

Accounts



BIRMINGHAM DISABILITY RESOURCE CENTRE

Report of the Trustees and Financial Statements for the Year Ended 31 March 2025

REGISTERED COMPANY NUMBER: 2897250 (England and Wales)
REGISTERED CHARITY NUMBER: 1034581

BIRMINGHAM DISABILITY RESOURCE CENTRE

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for the Year Ended 31 March 2025

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BIRMINGHAM DISABILITY RESOURCE CENTRE

Reference and Administrative Details
for the Year Ended 31 March 2025

Chairperson	Mr Timothy Philips
Trustees	Mr Andrew Beaton (to 3 September 2024) Mrs Lucy Clarke (from 18 June 2025) Mr Tony Kennedy Ms Brigid Lawlor Mr David Lloyd Mr Balraj Singh Purewal (from 15 October 2024) Mr Jack Roughan (to 26 March 2025) Mr Medhi Agheli (non-voting member) (12-month co-option from 15 October 2024 to 14 October 2025) Cllr Kath Scott (BCC appointed representative) (to 18 June 2025)
Key management personnel	
Chief Executive	Mrs Louise Mckiernan MBE
Interim Finance Director	Mr Noel Grace (from 5 June 2025)
Head of Finance & Business Support	Mr Desmond Thomas (to 15 July 2025)
Head of Fundraising	Mr Steven Moralee
Head of Services	Ms Stephanie Hammond (from 12 August 2024)
Registered office	Unit 18 ACE Business Park Mackadown Lane Kitts Green Birmingham B33 0LD
Registered company number	2897250
Registered charity number	1034581
Auditors	Feltons Chartered Accountants 8 Sovereign Court 8 Graham Street Birmingham B1 3JR
Bankers	Lloyds Bank PLC 36-38 New Street Birmingham B2 4LP
Solicitors	Anthony Collins Solicitors 134 Edmund Street Birmingham B3 2ES

BIRMINGHAM DISABILITY RESOURCE CENTRE

Chairperson's Report
for the Year Ended 31 March 2025

I would like to take this opportunity to introduce you to the Birmingham Disability Resource Centre (DRC) Annual Report and Accounts and to outline some of the highlights from the 2024/2025 financial year.

The past year has once again presented many challenges particularly due to energy costs and the undue pressure placed on many disabled people needing to keep warm and run assistive equipment. DRC and its staff and volunteer team have continued to provide support to many disabled households including income maximisation through its Information and Advice Services; the provision of specialist Energy Advice services and a Safe and Warm Space at its Information Health and Wellbeing Centre for local people to meet, keep warm and have access to breakfast and hot drinks.

Other economic factors impacting on all of us but disproportionately on disabled people has been the increasing pressure of cost of living, high inflationary factors and interest rates. This has impacted disabled people's ability to afford basic requirements, particularly food and other essentials. DRC has continued to provide support and help people in need navigate these difficulties as far as is possible. This has included supporting those in most need to apply for Household Support Fund grant payments and, through grant funding secured, DRC has continued to operate and expand its Cost-of-Living Hub during the year providing local disabled households families with access to much needed dry goods, clothing and hygiene products.

Rising costs have also continued to impact on DRC as an organisation with high inflation, increasing energy, accommodation and salary costs, including employer NI rises, impacting on budgets during the year. DRC continues to deliver a number of multi-year grants and contracts which have not kept up with inflation resulting in the organisation commencing re-negotiations with key public sector funders during the year, with some on-going at the year-end.

On a more positive note, DRC has continued to secure new and continuation funding during the year to ensure it can continue to deliver its much-needed Charitable activities. This has included securing funding from Birmingham; Dudley and Solihull Councils to deliver additional employment and skills support services to disabled people and those with long term health conditions; grant funding from the West Midlands Combined Authority (WMCA) to deliver a new digital inclusion service and grant funding from a number of trusts and grant programmes to relaunch a refreshed Safe and Sound programme to support disabled people and those with learning disabilities to live safely and independently.

During the year, our Vice-Chair and long-standing Board Trustee, Andy Beaton sadly passed away. His loss has been felt by all of us and, on behalf everyone at DRC, I would like to place on record our sincere thanks for his contributions over the years. I would also like to thank the DRC staff team, volunteers including the board of directors for their steadfast work and endeavours during 2024/2025 to in the best interests of meeting the needs of the local communities we serve.

.....

Mr Timothy Phillips
Chairperson

Report of the Trustees for the Year Ended 31 March 2025

Trustees of the charity

The trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the Year Ended 31 March 2024. The trustees have adopted the provisions of Accounting and Reporting by Charities: 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 (FRS 102) (effective 1 January 2019).
The trustees who served throughout the year and up to the date of this report are named on page 1.

OUR PURPOSES AND ACTIVITIES

The charity's objects and principal activities are defined by its constitution as follows:

"To promote for the public benefit the relief of people whose impairment or the nature of their condition subjects them to physical, mental, learning or sensory disability by the provision of facilities and services known as Birmingham Disability Resource Centre through which disabled people may realise their full potential as individuals and as members of society, irrespective of the nature of their impairment or condition, disability, gender, sexual orientation, nationality, race, religious belief, status as a married person or civil partnership, pregnancy, spent convictions or other conditions not justified in law."

This is achieved through its mission:
To empower disabled people and those with health conditions to take control of their own lives and to actively seek out opportunities to achieve their full potential as individuals in mainstream society.

And through its vision:

By 2030, the charity will be:

- a leading pan-disability disabled people's organisation in the UK providing insight and effecting change.
- designing and delivering services and programmes which meet the needs and expectations of disabled people, those with health conditions and their support networks.
- providing innovative solutions to individual, community and societal issues for central, regional and local government, public and private sectors and local communities.
- bringing the lived experience of disabled people and those with health conditions to everything we do.

In shaping the objectives for the year and planning its activities, the trustees have considered the Charity Commission's guidance on public benefit, including the guidance 'public benefit: running a charity (PB2)'.

Putting these strategies into action, the organisation operates the following key areas of charitable activity:

- Raising awareness and providing insight to effect change
- Delivering services and programmes to improve outcomes for disabled people, those with health conditions and their support networks. This includes:
    - Information, advice and advocacy services to enable disabled people and those with health conditions to make informed choices and decisions, exercise their rights, access services and maximise their income.

- Personal skills development to enable them to build confidence and learn the skills required to do things for themselves and to live independently and safely.
- Health and wellbeing services to promote healthy living and lifestyle choices and to enable them to build resilience and better manage their own health condition or impairment.
- Social and leisure activities to help improve social skills and combat social isolation.
- Employment and Skills services to support them towards economic participation and sustainable employment.

- Acting as a community anchor organisation in East Birmingham, providing community development support for older adults, younger adults, disabled people and families in the Yardley Constituency of Birmingham working with Birmingham City Council and partner agencies on the development and delivery of the Neighbourhood Network Scheme (NNS) Social Work Model.

The charity also delivers training and consultancy services for businesses and employers including disability equality training, access audit work and menopause and hormonal health support in the workplace for employers and businesses.

Our approach to fundraising
In order to carry out its activities, the trustees have considered The Charities (Protection and Social Investment) Act 2016. The charity complies with the Code of Fundraising Practice.

Most of the charity's fundraising activity is derived from grant funding and contract opportunities via grant making trusts, public agencies and prime contractors. It does not carry out either directly or through other professional agencies, direct marketing or face-to-face approaches to individuals, vulnerable or otherwise.

ACHIEVEMENTS AND PERFORMANCE

VOICE AND REPRESENTATION

During 2024/2025, DRC has continued to be involved in national work through the Disabled Peoples Organisation (DPO) movement. DRC has continued to represent the East and West Midlands on the England-wide DPO Forum to ensure a national response to policies and decisions that impact the lives of disabled is provided to decision makers from organisations led by disabled people.

DRC's Chief Executive has continued her Ministerial Appointment as Chair of the West Midlands Regional Stakeholder Network working with Government to provide insight into the key issues impacting on disabled people in the Region. This has included working with Government on various reforms and new legislation including the Get Britain Working White Paper (published Nov 2024); the Equality (Race and Disability) Bill (published Mar 2025); and the Welfare Reform Bill (2025) with the proposed changes to Personal Independence Payments now being subject to further review by the Minister for Social Security and Disability.

INFORMATION, ADVICE AND GUIDANCE

Information, Advice and Guidance – Physical Disabilities and Neurological Conditions
This service, in partnership with Headway Birmingham & Solihull focuses upon maximising income of service users with physical disabilities, through DRC delivery, and acquired brain injuries, through Headway delivery. The service offers both light-touch advice and more intensive casework to qualifying residents living in Birmingham and centres upon maximising income by providing guidance on benefit entitlements, options for reducing debt, and access to grants. In addition to financial help, it also promotes independence by referring to Health & Well-Being guidance initiatives either internally or signposting externally. Demand for this service has continued to increase and during 2024/2025 and the service has supported 1,278 disabled people via casework to access benefits which has generated £1,286,579 for service users.

Information, Advice and Guidance Services for People with Learning Difficulties and/or Autism
DRC continues to work in partnership with Autism West Midlands to provide information, advice, and guidance to people with learning difficulties and/or Autism living in Birmingham. DRC provides a service to adults with learning disabilities and/or autism to access accessible help and specialist advice on benefit entitlements, debt relief, applying for small grants where accessible, and connecting to community services.

This demand-led service, during 2024/2025 has supported 1,441 service users to receive light touch support and 849 service users access casework support resulting in generating a £616,589 maximisation of benefits.

Solihull Specialist Disability Advice Service
During 2024/2025, DRC continued to deliver its Specialist Disability Advice service in partnership with Age UK Solihull to vulnerable and disabled residents across Solihull through the place-based North and South Solihull Hubs. Over the past year, demand for the service has grown significantly, with 935 individuals receiving in depth tailored advice on benefits and debt.

BASS Birmingham Advice and Support Service *(formerly known as Specialist Enablement Service)*
During 2024/2025, DRC continued its valued partnership with BID services, the lead contract holder for the Birmingham Advice and Support Service (BASS), commissioned by Birmingham City Council. This service plays a vital role in supporting disabled and vulnerable people living in Birmingham through early intervention, helping them navigate complex systems and access the support they need.

Over the past year, DRC successfully met its target by providing over 1,900 hours of specialist advice to 179 vulnerable individuals and provided bespoke advice to support them to live independently and improve their health and well-being.

IAG Extension

Through additional extension funding received from Birmingham City Council during the year, DRC was able to offer additional support and guidance to disabled people living in Birmingham across a wide range of benefit related matters and equipping them with the tools and resources needed to improve their financial well-being. This was accomplished through the completion forms such as Universal Credit (UC50), Personal Independence Payment (PIP), Carers Allowance, and Attendance Allowance. Additionally, we have facilitated applications for housing discretionary payments, council tax support, the Household Support Fund, and various other financial assistance grants.

During 2024/2025 525 service users were supported resulting in a benefit maximisation of £437,124.26

Energy Redress

DRC is now into the second year of grant funding from the National Energy Trust through the Energy Redress Programme for the delivery of our *Warmer Birmingham* project. This initiative focuses on supporting disabled people who are facing challenges with their energy bills or debts through an integrated approach ensuring service users receive holistic, 360-degree support. This service, during 2024/2025, supported a total of 382 service users, 150 in person and 302 via telephone or via Teams.

PERSONAL SKILLS DEVELOPMENT

Safe and Sound

During 2024/2025 DRC secured funding to deliver support to adults from Birmingham with learning disabilities or difficulties. It is designed to promote life skills, encourage healthy eating habits, improve access to healthcare, all with the aim of building confidence and helping participants lead fulfilling and independent lives by providing personalised, tailored, support to service users through one-to-one or small group delivery.

The programme aims to boost confidence and independence, enabling adults with learning disabilities or difficulties to make informed choices and engage more fully in their day-to-day decision making and future decision making. Through practical life skills training and ongoing support, participants improve their independence, well-being and quality of life. The mobilisation of this service commenced at the latter stage of 2024/2025

Plugged-In

This covers the final year of the three-year Plugged-In Project, funded by the National Lottery Community Fund's Reaching Communities Programme. The project tackles digital exclusion among vulnerable people in Birmingham and Solihull by offering IT support, via an eight- week course that helps participants learn how to use computers and devices. This, in turn, enables them to connect with friends, family, and access online services. The project also provides a single point of access triage service for those service users seeking general advice and specialist benefits guidance.

To date, 378 clients have benefited from IT advice and support through this project, gaining greater independence and staying digitally connected within their communities.

HEALTH AND WELLBEING

Fit 4 Life

During 2024/2025 DRC continued to receive grant funding from the Black Country Integrated Care Board, as well as various Trusts and Foundations, to deliver Fit for Life activities across Birmingham and Wolverhampton. The programmes focus on supporting disabled and older adults to set and achieve realistic health goals, improve their physical and mental well-being, and to benefit from peer support by engaging service users in a range of activities including group walks, online seated exercise sessions, spinning classes, and educational health courses.

During 2024/2025 this programme supported 425 service users in Birmingham and 84 in Wolverhampton

Talking Therapies (formerly known as Improving Access to Psychological Therapies – IAPT)

Through a subcontract with the Living Well Consortium, DRC continued to deliver both high- and low-intensity counselling sessions throughout 2024/2025. These services are targeted at disabled people experiencing mild to moderate, as well as moderate to severe, symptoms of anxiety and/or depression and addressing their mental health needs and empowering them to develop coping strategies and enhance their overall well-being.

During 2024/2025 the Talking Therapies service provided 126 interventions specifically to disabled individuals.

SOCIAL AND LEISURE

Arts & Crafts and Other Social Activities

DRC continued to benefit from funding provided by various local grant-making trusts and foundations, during 2024/2025, to support its arts and crafts sessions and breakfast club. These activities have created consistent opportunities for individuals to come together, receive peer support, and engage in creative expression. Throughout the year, weekly sessions were held, offering a range of art-based activities including crafting, drawing, painting, clay work, basket making, and weaving. A weekly breakfast club is also provided to service users where they can access free food and drink and foster social connections. All of these sessions support combatting and reducing isolation and loneliness.

668 disabled service users have engaged with these activities during 2024/2025

EMPLOYMENT AND SKILLS

Employment Programmes – Positive Pathways & Opportunities Hub

During 2024/2025 DRC continued to deliver the Positive Pathway programme, an interactive six-week course, co-designed with disabled service users, aimed at supporting service users to gain the skills, knowledge and confidence to pursue their employment goals. Alongside Positive Pathways DRC also offer weekly Opportunity Hubs where service users can access small group or one-to-one sessions that offer individualised tailored support and guidance facilitating access to employment, training and volunteering opportunities. During the year, this has been funded by The Henry Smith Charity under a 3-year grant and various local trusts and foundations.

During 2024/2025, 182 service users accessed support through these activities resulting in 94 service users entering paid employment, training or volunteering

UKSPF Solihull

DRC secured funding through Solihull Metropolitan Borough Council to deliver a nine-month UKSPF Solihull programme. The aim of the programme was to provide support, and encouragement, to employers to become more inclusive and promote the Disability Confident Scheme. This scheme is designed to support employers recruit, and retain, employees with disabilities and those with health conditions, ensuring that they have the opportunity to fulfil their potential and realise their aspirations.

During 2024/2025 DRC successfully engaged in 43 quality discussions with employers, supported 8 employers in becoming Disability Confident, and delivered 9 dedicated employer events.

UKSPF – Dudley

DRC also secured funding through Dudley Metropolitan Borough Council to deliver a UKSPF Levelling Up programme within Dudley. The focus of the programme was to engage economically inactive Dudley residents and support them to access employment, training and volunteering alongside providing support to improve their well-being by offering tailored support on a one-to-one or small group basis. Delays in the commencement of the programme and a significant lack of referrals had an impact upon the delivery of this programme.

During 2024/2025, 21 service users were fully engaged and support which resulted in the programme achieving 62 outcomes against a target of 20.

UKSPF – East Birmingham

DRC were also successful in securing UKSPF funding through Birmingham City Council to deliver the East Birmingham Jobs and Skills Hub project. The aim of the programme was to support service users who faced long-term barriers to employment or who were economically inactive by offering one-to-one or small group support. DRC were the Lead organisation of this programme with Muath Trust and Better Pathways being delivery partners. This was also a nine-month programme.

During 2024/2025, 345 service users were engaged onto this programme, with 154 progressing onto work related training including basic skills and ESOL, 64 economically service users engaged with the benefits system as a result of the support received and 34 long term unemployed service users entered employment.

WorkWell

During 2024/2025 DRC also commenced delivery of the WorkWell programme. The aim of programme is to support disabled people and people with health conditions to start, stay or succeed in work. This is accomplished by offering a personal assessment of service user's needs, a personalised, goal-based plan to address identified needs, access and referrals to health support services whilst also offering support to employers in relation to advice on workplace adjustments. The programme works closely with GP practices and medical centres as well as Job Centre Plus.

150 service users were successfully engaged upon the WorkWell programme during 2024/2025

Digital Divide

In March 2025, DRC secured funding through the West Midlands Combined Authority (WMCA). To deliver a digital inclusion programme. The programme aims to engage digitally excluded individuals from priority areas in East Birmingham and North Solihull through targeted outreach services. The focus of the programme is to empower service users by increasing their digital confidence and capabilities, enabling them to access to essential online services, such as the NHS, the benefit system and online banking. It will also support service users to access further learning and education opportunities and ultimately supporting them on their journey towards and into employment. This programme will commence delivery in April 2025.

COMMUNITY DEVELOPMENT

Yardley Neighbourhood Network Scheme (YNNS)

During the year, DRC continued to act as the Lead Delivery Partner, working in partnership with Oasis Hobmoor and BID Services, as Lead Facilitator for the Yardley Neighbourhood Network Scheme (YNNS) through a contract with Birmingham City Council. DRC and its partners have continued to work closely with the Yardley Social Work Team to develop and support local groups and organisations to provide various activities to older adults and younger people including those with disabilities through the provision of micro and small grants.
During 2024/2025 a total of £170,780, in small grants, was awarded to 38 local community organisations with a further £19,942.70 invested into capacity building training and support.

YNNS Yardley Housing Support Pilot Project

DRC successfully secured funding through the Yardley Neighbourhood Network Scheme (YNNS) to deliver the Yardley Housing Support programme which offers support to local residents with housing related issues. The initiative focuses on supporting Yardley residents facing housing challenges, including assistance with completing housing applications and navigating complex housing systems, including poor housing conditions and rogue private landlords.

During 2024/2025 the programme has successfully supported 118 clients in accessing the Birmingham Housing Choice application process and in addressing a variety of housing-related concerns.

Household Support Fund

During 2024/2025, as the lead facilitator for the Yardley Neighbourhood Network Scheme (YNNS) and in partnership with Barnardo's, DRC continued to administer the National Government Household Support Fund programme on behalf of Birmingham City Council. The programme is designed to support individuals, who are on a low income, with financial assistance for essential items including food and fuel. Individual service users and families can apply and access grants of up to £200.

During 2024/2025, 1,153 service users were supported with their applications to this fund, resulting in a total of £230,600 being distributed to those most in need.

COMMERCIAL SERVICES

Disability Awareness Training and Access Audits

DRC continued to deliver Disability Awareness and Safeguarding Training for Private Hire Drivers as part of their mandatory licensing requirements. During 2024/2025, 409 Private Hire Drivers successfully completed the training.

DRC has also continued to provide Access Audits for private companies, as well as statutory and voluntary sector organisations. These audits support businesses and services in identifying barriers to accessibility and making environments more inclusive for disabled people.

Menopause in the Workplace Project

During 2024/2025, DRC has continued to work in partnership with Salus Fatigue Foundation (Salus), led by Birmingham Voluntary Services Council (BVSC) with funding from the Department of Health and Social Care (DHSC) VCSE Health and Well-being Fund to pilot a project to support people experiencing the peri/menopause to remain in or return to the workforce. This project came to an end 31st March 2025 and saw DRC piloting a programme of support for Small to Medium Enterprise (SMEs) employers and employees. DRC have produced a live interactive employer's toolkit and rolled this out to SMEs, policy support to employers to implement policies and practices that support women's hormonal health and retain them and support them entering the workforce. DRC have provided guidance, awareness sessions and developed a very positively received Workplace Menopause Champion training package. DRC also led on a successful menopause and learning disability in the workplace event and as part of this, had resources translated into easy read which are now available to download, providing an additional legacy for the project. DRC have also provided in work support to employees experiencing peri/menopause to retain them in the workforce.

Due to a delay in the funding, over the 2 years 4 months the project ran, DRC achieved:

- Engagement with 319 SME employers across Birmingham and Solihull
- Provision of in-depth support to 89 SME employers
- Engagement with 183 individuals within those SME employers
- Enabled 60 SME employers to sign the Well-being of Women Menopause Workplace Pledge
- Recruited and trained 29 Workplace Menopause Champions

FINANCIAL REVIEW

The financial results of DRC are detailed in the following pages. It is considered that the finances are sound and well established. The principal funding sources have included:

- Birmingham City Council Yardley NNS Lead Facilitator contract
- Birmingham City Council Information, Advice and Guidance physical disabilities and neurological conditions grant
- Birmingham City Council UKSPF East Birmingham Jobs and Skills Hub grant
- UKSPF grants from Dudley MBC and Solihull MBC to delivery employment support
- The National Lottery Community Fund's Reaching Communities programme for the Plugged-In project
- Energy Saving Trust's Energy Redress grant to deliver fuel poverty advice work
- The Henry Smith Charity to deliver the Positive Pathways project
- Black Country Integrated Care Board grant for Fit for Life
- Sub-Contracts with Autism West Midlands, Age UK Solihull and BID Services to delivery Information, Advice and Guidance services and with Living Well Consortium to deliver talking therapies

All expenditure of this income is planned to fulfil the objectives and strategies of the charity. During the year ended 31 March 2025 total resources expended were £1,758,200 (2024: £1,325,314) and the deficit expenditure being greater than the income was £108,749 (2024: deficit of £76,855).

The total funds carried forward at 31 March 2025 were £493,931 of which £374,935 related to unrestricted funds and £118,996 to restricted funds. From these, the trustees have designated £8,000 unrestricted reserves for an investment in digital services.

During the 2024/2025 financial year, DRC once again, secured grant funding to support the delivery of some of its charitable activities in the latter part of the year. The application of rules around income recognition (as governed by the Charities Statement of Recommended Practice 2019 have resulted in a position whereby income has been recognised in-year but some or all the associated cost fall into the subsequent year. This has had the effect of increasing the reported net increase in funds and will have the opposite effect in the following year as the grants are expected.

The principal risks and uncertainties include:

- financial stability resulting from the traditional markets DRC has operated within being impacted by financial pressures including Birmingham City Council's Section 114 financial situation
- increasing staffing costs as a result of on-going cost of living pressures
- increasing costs in running its Information, Health and Wellbeing Centre as a result of on-going cost of living pressures
- multi-year contacts and grants being 'out of step' with inflation
- increased demand for services

During the year, DRC has invested in the development and strengthening of its finance functions to be better placed to manage these risks going forwards. Plans have also been developed to diversity the charity's income streams focusing on new health and place-based market opportunities. DRC has continued to allocate an appropriate level of resource to support its business development and income generation and fundraising activities and this will be kept under review.

Investment policy and powers

Aside from retaining a prudent amount in reserves each year most of the charity's funds are to be spent in the short term so there are few funds for long-term investment. Having considered the options available, the trustees have decided to continue to invest the small amount that it has available in a high interest deposit account.

Reserves policy and going concern

The trustees have examined the charity's requirements for reserves in light of the main risks to the Organisation. It has established a policy whereby the unrestricted funds not committed or invested In tangible fixed assets held by the charity should be between three and six months running costs. Reserves have been built up over recent years through planned operating surpluses. As of 31 March 2025, the level of unrestricted reserves was £374,935 (2024: £502,966). After making allowances for those unrestricted funds of £19,400 represented by fixed assets, the remaining free reserves of the charity at 31 March 2025 were £355,535(2024: £483,345) which equates to just over three months of operating expenditure at current levels.

The trustees have designated £76,000 unrestricted reserves to meet rising accounting costs, costs of living increases and salary uplifts of living costs. Within the year, £68,000 was used leaving a balance of £8,000 for an investment in digital services.

Plans for future periods

DRC's immediate plans are to address how the organisation can continue to meet the rising costs associated in running its Information, Health and Wellbeing Centre and continue to deliver its much-needed charitable activities against the backdrop of rising inflation, cost of living increases and multi-year grants and contracts no longer meeting rising costs. The organisation will:

- continue to renegotiate contracts and grants with public sector funders in line with available budgets
- develop improved plans to better manage demand for its services within available resources
- continue to diversify its income streams and secure additional income from new funders and market opportunities
- continue to research and develop its commercial service offering where profits can be reinvested into the charity and its activities.
- look at how it can work more effectively with Birmingham City Council as a leading partner to provide solutions to its current S114 financial situation.

Volunteer involvement

DRC would like to reflect the contributions made to the charity by its volunteers, members, friends, advisors and of course Charity Trustees, the help of whom contributes greatly to enhance the work of the organisation and to whom we are most grateful. During the year, DRC benefited from the support provided by 7 volunteers giving their time to support service delivery.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

DRC is a charitable company limited by guarantee, incorporated on 11 February 1992 and registered as a charity on 7 March 1994. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association and the policies made from time to time by the trustees. In the event of the company being wound up, members are required to contribute an amount not exceeding £1. Membership is open to disabled people and non-disabled people.

Appointment of Trustees

The directors of the company are also charity trustees for the purposes of charity law and under the company's Articles are known as members of the Management Committee. Under the requirements of the Memorandum and Articles of Association, the members of the Management Committee are elected to serve for a period of three years after which they must be re-elected at the next Annual General Meeting.

Tim Phillips will retire by rotation at the next Annual General Meeting and, being eligible, offer himself for re-election. Two new Board Directors have also been nominated.

The nature of the charity's work is to provide information, advice and support services to disabled people, their families and carers living primarily in Birmingham, Solihull and the Black Country. The Management Committee seeks to ensure that the needs of this group are appropriately reflected through the diversity of the trustee body. The more traditional business skills are also represented on the Board of Trustees.

All members of the Management Committee are requested to undertake a skills audit to identify their skills and relevant experience (and update it each year). In the event of particular skills being lost due to retirements, individuals with similar skills are identified to offer themselves for election to the Board of Trustees.

Trustee induction and training

All trustees are familiar with the practical work of the charity having been encouraged to take up induction and on-going training including presentations on projects and services, governance training, disability equality training, a tour of DRC's premises and various Business Planning and Away Days.

Additionally, new trustees are invited and encouraged to attend a series of short training sessions to familiarise themselves with the charity and the context within which it operates. These are jointly led by the Chairperson of the Management Committee and the Chief Executive of the charity and cover:

- Governance Training including the obligations of Management Committee members and the main documents which set out the operational framework for the charity including the Memorandum and Articles of Association.
- Financial planning including resourcing and the current financial position as set out in the latest published accounts
- Future plans and objectives, including the DRC's Strategic Business Plan and Service Delivery Plans.

A Trustee Handbook is also available drawing information from the various Charity Commission publications signposted through the Commission's guide "The Essential Trustee" as a follow up to these sessions. This is distributed to all new trustees along with the Memorandum and Articles of Association, Scheme of Delegation, all key policy documents and the latest financial statements.

Organisation

DRC has a Management Committee of up to 11 members who meet bi-monthly and who are responsible for the strategic direction and policy of the charity. At present, the Committee has seven members (including a representative appointed by Birmingham City Council) – five of whom class themselves as disabled or having a limiting long-term health condition – from various professional backgrounds relevant to the work of the charity. The Company Secretary also sits on the Committee but has no voting rights.

Related parties and co-operation with other organisations

None of the trustees receive remuneration or other benefit from their work with the charity. Any connection between a trustee or senior manager of the charity with a client or supplier must be disclosed to the full Board of Trustees in the same way as any other contractual relationship with a related party. Related party transactions in the current year are described in note 23 to the accounts.

Pay policy for senior staff

The Board of Trustees, together with the senior leadership team, comprise the key management personnel of the charity in charge of directing and operating the organisation on a day-to-day basis. No director received remuneration in the year, and details of directors' expenses and related party transactions are disclosed in note 23 to the accounts. The pay of senior staff is usually reviewed annually by the Board of Directors.

Risk management

The trustees have a risk management policy framework which comprises:

- Quarterly reviews of the principal risks and uncertainties that the charity faces as contained in its risk register;
- The establishment of policies, systems, and procedures to mitigate those risks identified; and
- The implementation of procedures designed to mitigate or manage any potential impact on the charity should those risks materialise.

This work has identified that longer-term financial sustainability is the major financial risk for the charity given the short-term nature of many of the contracts and grants that the charity holds. Key elements in the management of financial risk are a regular review of available liquid funds to settle debts as they fall due, regular liaison with the bank, and active management of operational debtor and creditor balances to ensure sufficient working capital by the charity.

Attention has also been focussed on non-financial risks arising from operational resilience. Considerable work has been undertaken during the 2024/2025 financial year to strengthen service delivery resilience. Future focus will be given to other others of the business with controls being tested to ensure that preparedness is at an acceptable level.

Statement of trustees' responsibilities

The trustees (who are also the directors of the charitable company 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), including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Statement of trustees' responsibilities - continued

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; 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 proper 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
Feltons were appointed at the Annual General Meeting.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on 19 November 2025 and signed on its behalf by:

.....
Mr Timothy Philips
Chairperson

.....
Mr David Lloyd
Treasurer

Independent Auditor's Report to the Trustees of Birmingham Disability Resource Centre (A Company Limited by Guarantee)

Opinion

We have audited the financial statements of Birmingham Disability Resource Centre (the 'charitable company') 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 significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of 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 incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for 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 the financial statements section of our report. We are independent of the charitable 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 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 trustees annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. 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.

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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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.

Opinion 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 have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our 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 in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, 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 require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' Report and from the requirement to prepare a Strategic Report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement (set out on page 15 and 16), the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, 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 the 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 specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below:

- We reviewed the company's control and risk management procedures and planned our work based on our assessment of those controls and procedures;
- This review included an assessment of the risk of material misstatement due to errors, fraud and management override of controls for all material areas in the financial statements;
- We made enquiries of management and the company's lawyers regarding any actual or potential litigation and/or claims;
- Financial statements disclosures were reviewed and checked for compliance with applicable laws;
- Detailed testing was conducted on balances and transactions including unusual items and those of individual significance to the financial statements;
- Data analytics were used in order to identify unusual or significant trends;
- Communications with management and those charged with governance regarding relevant matters was undertaken throughout the audit and on completion.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilites. This description forms part of our auditor's report.

Independent Auditor's Report to the Trustees of Birmingham Disability Resource Centre (A Company Limited by Guarantee) (continued)

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 so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

David W Farnsworth FCA (Senior Statutory Auditor)
For and on behalf of Feltons, Statutory Auditor
8 Sovereign Court
8 Graham Street
Birmingham B1 3JR

.....

Birmingham Disability Resource Centre
(A Company Limited by Guarantee)

Statement of financial activities for the year ended 31 March 2025

	Notes	Unrestricted funds £	Designated fund £	Restricted funds £	Total 2025 £	Total 2024 £
Income from:						
Donations and legacies	3	6,912	-	-	6,912	44,316
Income from charitable activities	4	208,185	-	1,379,086	1,587,271	1,109,804
Income from trading activities	5	52,234	-	-	52,234	91,479
Investment income	6	3,034	-	-	3,034	2,860
Total income		270,365	-	1,379,086	1,649,451	1,248,459
Expenditure						
Costs of raising funds	7	56,672	-	-	56,672	80,690
Charitable activities:						
Disability services	8	281,041	-	1,420,487	1,701,528	1,244,624
Total expenditure		337,713	-	1,420,487	1,758,200	1,325,314
Net income/(expenditure) before transfers		(67,348)	-	(41,401)	(108,749)	(76,855)
Gross transfers between funds	18	7,317	(68,000)	60,683	-	-
Net movement in funds		(60,031)	(68,000)	19,282	(108,749)	(76,855)
Reconciliation of funds						
Total funds brought forward	18	426,966	76,000	99,714	602,680	679,535
Total funds carried forward		366,935	8,000	118,996	493,931	602,680

All income and expenditure derive from continuing activities.

The statement of financial activities includes all gains and losses recognised during the year

Birmingham Disability Resource Centre
(A Company Limited by Guarantee)

Company Number : 2897250 / Charity number : 1034581
Balance sheet as at 31 March 2025

	Notes	2025 £	2025 £	2024 £	2024 £
Fixed assets					
Tangible assets	13		13,697		13,869
Intangible assets	14		5,703		5,752
			19,400		19,621
Current assets					
Debtors	15	280,746		188,084	
Cash at bank and in hand		749,522		767,990	
		1,030,268		956,074	
Creditors: amounts falling due within one year	16	555,737		373,015	
Net current assets			474,531		583,059
Net assets			493,931		602,680
Funds of the charity :					
Restricted funds					
General fund	18		118,996		99,714
Unrestricted funds					
General fund	18	366,935		426,966	
Designated fund	18	8,000		76,000	
			374,935		502,966
Total funds			493,931		602,680

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

The notes on pages 24 to 36 form part of these accounts.

The financial statements were approved by the board of trustees on 19 November 2025 and were signed on its behalf by:

..... Mr Timothy Philips
(Chair)

Birmingham Disability Resource Centre
(A Company Limited by Guarantee)

Statement of cash flows
for the year ended 31 March 2025

	Notes	2025	2024
		£	£
Cash flow from operating activities			
Net cash flow from operating activities	22	(9,332)	11,349
Cash flow from investing activities			
Payments to acquire tangible fixed assets		(10,420)	(7,340)
Payments to acquire intangible fixed assets		(1,750)	-
Interest received		3,034	2,860
Net cash flow from investing activities		(9,136)	(4,480)
Net increase in cash and cash equivalents		(18,468)	6,869
Cash and cash equivalents at 1 April 2024		767,990	761,121
Cash and cash equivalents at 31 March 2025		749,522	767,990

Notes to the financial statements for the year ended 31 March 2025

1. Accounting policies

a) General information and basis of preparation

Birmingham Disability Resource Centre is a charitable company limited by guarantee . In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 1 of these financial statements. The nature of the charity's operations and principal activities are stated in the Report of the Trustees on pages 3 to 5 of these accounts.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: 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 issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated

b) Going concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for a period of 12 months from the date of authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

c) Funds

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

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

d) Income recognition

All incoming resources are included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

Notes to the financial statements for the year ended 31 March 2025 (continued)

1. Accounting policies (continued)

d) Income recognition (continued)

- **Grants receivable**
  Government and other grants are included in the Statement of Financial Activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the balance sheet. Where income is received in advance of entitlement of receipt its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

- **Donations**
  Donations are recognised on a receivable basis where there is certainty of receipt and the amount can be reliably measured. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

- **Donated services**
  Donated facilities and donated professional services are recognised in income at their fair value when their economic benefit is probable, it can be measured reliably and the charity has control over the item. Fair value is determined on the basis of the value of the gift to the charity. For example the amount the charity would be willing to pay in the open market for such facilities and services. A corresponding amount is recognised in expenditure.

- **Gifts in kind**
  Fixed asset gifts in kind are recognised when receivable and are included at fair value. They are not deferred over the life of the asset.

- **Interest receivable**
  Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

- **Other income**
  Other income, including the hire of facilities, is recognised in the period it is receivable and to the extent the goods have been provided or on completion of the service.

- **Volunteer time**
  No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102). Further detail is given in the Trustees' Annual Report.

e) Expenditure recognition

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

Notes to the financial statements for the year ended 31 March 2025 (continued)

1. Accounting policies (continued)

e) Expenditure recognition (continued)

- **Costs of generating funds**
  These are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

- **Charitable activities**
  These are costs incurred in activities undertaken to further the purposes of the charity and their associated support costs.

- **Governance costs**
  These include the costs attributable to the trust's compliance with constitutional and statutory requirements, including strategic management and trustees' meetings and reimbursed expenses.

Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

f) Allocation of support costs

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs and administrative payroll costs. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 9.

g) Tangible fixed assets

Tangible fixed assets are stated at cost (or deemed cost) or valuation less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the asset capable of operating as intended.

Tangible fixed assets with a cost greater than £1,000 and with an expected useful economic life of more than one year are capitalised.

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

Leasehold improvements	- between 15% and 50% per annum on a straight line basis
Plant and furniture	- 20% per annum on a straight line basis
Computer equipment	- 20% and 33% per annum on a straight line basis

h) Intangible assets

Intangible assets are initially measured at cost. After initial recognition, intangible assets are measured at cost less any accumulated amortisation and any accumulated impairment losses over the useful life of 5 years.

i) Fixed asset investments

Fixed asset investments are stated at cost less provision for any permanent diminution in value.

Notes to the financial statements for the year ended 31 March 2025 (continued)

1. Accounting policies (continued)

j) Debtors

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

k) Cash at bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

l) Liabilities

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

m) Operating leases

Rentals payable under operating leases are charged to the SoFA on a straight line basis over the period of the lease.

n) Taxation

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

o) Pension benefits

The charity operates a defined contribution plan for the benefit of its employees. Contributions are expensed as they become payable.

p) Volunteers

We would like to reflect within the notes to these financial accounts the immense contributions made to the association by our volunteers, helpful members, friends, advisors, patrons and of course our committee members, the help of whom contributes greatly to enhance the work of the association and to whom we are most grateful. We benefitted for example from over 2,808 hours (2024: 1,699) which if valued at the ASHE median wage rate for Birmingham would equate to £40,997 (2024: £23,660).

q) Critical accounting estimates and areas of judgement

There are no key assumptions concerning the future and other key sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next financial year.

2. Prior year Statement of Financial Activities (year end 31 March 2024)

	Unrestricted funds £	Designated fund £	Restricted funds £	Total 2024 £
Income				
Donations and legacies	44,316	-	-	44,316
Income from charitable activities	214,810	-	894,994	1,109,804
Income from trading activities	91,479	-	-	91,479
Investment income	2,860	-	-	2,860
Total income	353,465	-	894,994	1,248,459
Expenditure				
Costs of raising funds	80,690	-	-	80,690
Charitable activities	355,816	-	888,808	1,244,624
Total expenditure	436,506	-	888,808	1,325,314
Net income/(expenditure) before transfers	(83,041)	-	6,186	(76,855)
Gross transfers between funds	46,750	(46,750)	-	-
Net movement in funds	(36,291)	(46,750)	6,186	(76,855)
Reconciliation of funds				
Total funds brought forward	463,257	122,750	93,528	679,535
Total funds carried forward	426,966	76,000	99,714	602,680

3. Donations and legacies

	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
Gifts and donations	6,912	-	6,912	44,316

Notes to the financial statements for the year ended 31 March 2025 (continued)

4. Income from charitable activities

	Unrestricted funds £	Designated fund £	Restricted funds £	Total 2025 £	Total 2024 £
Disability services					
Grant income	208,185	-	1,379,086	1,587,271	1,109,804
	208,185	-	1,379,086	1,587,271	1,109,804
Fit for life	-	-	38,722	38,722	51,488
Positive Pathways	-	-	72,423	72,423	67,364
Health & Wellbeing	-	-	28,696	28,696	18,537
Energy Efficiency	-	-	58,205	58,205	5,210
IAG General Contract	-	-	200,000	200,000	173,083
Information & Advice (HDP)	-	-	188,085	188,085	288,365
BCC - National Neighbourhood Scheme	224,465	-	113,359	337,824	339,721
ESF employability and training	-	-		-	46,123
UK SBPF Solihull Project	-	-	50,912	50,912	-
Digital Divide Project	-	-	6,976	6,976	-
Safe & Sound	-	-	31,000	31,000	22,625
Counselling Projects	23,583	-	-	23,583	11,450
Voice of disabled	-	-	10,982	10,982	6,458
Womens Health Reproduction	-	-	45,668	45,668	58,864
Autism West Midlands	-	-	41,031	41,031	20,516
Fairer Futures	-	-	20,867	20,867	-
UKSPF East Birmingham Project	-	-	369,162	369,162	-
UKSPF Dudley Project	-	-	41,666	41,666	-
Workwell Project	-	-	61,332	61,332	-
Other income and prior year adjustment	(39,863)	-	-	(39,863)	-
	208,185	-	1,379,086	1,587,271	1,109,804

5. Income from trading activities

	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
Commercial activities	52,234	-	52,234	91,479

6. Investment income

	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
Deposit account interest	3,034	-	3,034	2,860

7. Cost of raising funds

	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
Staff costs	56,672	-	56,672	80,690

8. Expenditure on charitable activities

	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
Operational and support costs				
Staff costs	179,716	564,254	743,970	483,958
Project costs	55,424	327,815	383,239	186,443
Motor and travel	-	3,397	3,397	5,424
Premises costs	21,328	87,068	108,396	113,191
Promotion and marketing	18	11,260	11,278	2,433
Depreciation	2,438	8,154	10,592	7,353
Amortisation	-	1,799	1,799	1,770
Support costs (see note 9)	19,591	406,426	426,017	430,863
Governance costs (see note 9)	2,526	10,314	12,840	13,189
	281,041	1,420,487	1,701,528	1,244,624

9. Analysis of support and governance costs

	Basis of allocation	General support £	Governance function £	Total 2025 £	Total 2024 £
Administrative staff	Staff time	196,148	-	196,148	187,771
Training and recruitment	Staff time	26,202	-	26,202	32,761
Information technology	Usage	41,257	-	41,257	40,497
Insurance	Usage	13,551	-	13,551	9,287
General office costs	Usage	74,014	-	74,014	65,618
Audit fees	Governance	-	9,780	9,780	9,300
Accountancy services	Governance	-	3,060	3,060	3,889
Legal and other professional	Usage	74,639	-	74,639	94,190
Bank charges	Usage	206	-	206	739
		426,017	12,840	438,857	444,052

Notes to the financial statements for the year ended 31 March 2025 (continued)

10. Net income/(expenditure) for the year

Net income / (expenditure) is stated after charging:

	Total 2025 £	Total 2024 £
Operating lease charges - premises	81,283	96,686
Operating lease charges - other	12,654	14,103
Depreciation of tangible fixed assets	10,592	7,353
Amortisation of intangible fixed assets	1,799	1,770
Audit fees - audit	9,780	9,300
Audit fees - other services	3,060	1,200

11. Trustees and key management personnel remuneration and expenses

The trustees neither received nor waived any remuneration during the year ended 31 March 2025 (2024 - £Nil). During the year, no trustees were reimbursed expenses (2024 - £19 reimbursed to one trustee).

The charity considers its key management personnel comprise the Chief Executive Officer, the Head of Operations, the Head of Fundraising, and the Head of Finance. The total amount of employee benefits received by key management personnel was £191,812 (2024 - £162,660).

12. Analysis of staff costs and numbers

Staff costs :

	Total 2025 £	Total 2024 £
Gross salaries	892,664	681,849
National Insurance	81,099	55,634
Pension costs	23,027	14,936
	996,790	752,419

Staff numbers :

The average monthly number of employees and full time equivalents during the year was as follows:

	2025 Number	2025 FTE	2024 Number	2024 FTE
Executive management	4	4	4	4
Sevice and operational management	6	5	4	3
General information service	11	9	10	5
Employment and training service	6	6	4	2
Business services, administration and support	9	6	5	2
	36	30	27	16

Notes to the financial statements for the year ended 31 March 2025 (continued)

12. Analysis of staff costs and numbers (continued)

Higher pay staff:

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2025 Number	2024 Number
£60,001 - £70,000	-	1
£70,001 - £80,000	1	-

13. Tangible fixed assets

	Leasehold improvements £	Plant and furniture £	Computer equipment £	Total £
Cost				
At 1 April 2024	69,997	23,828	44,352	138,177
Additions	-	-	10,420	10,420
At 31 March 2025	69,997	23,828	54,772	148,597
Depreciation				
At 1 April 2024	69,997	23,505	30,806	124,308
Charge for the year	-	113	10,479	10,592
At 31 March 2025	69,997	23,618	41,285	134,900
Net book values				
At 31 March 2025	-	210	13,487	13,697
At 31 March 2024	-	323	13,546	13,869

14. Intangible fixed assets

	Computer software £	Total £
Cost		
At 1 April 2024	8,850	8,850
Additions	1,750	1,750
At 31 March 2025	10,600	10,600
Amortisation		
At 1 April 2024	3,098	3,098
Charge for the year	1,799	1,799
At 31 March 2025	4,897	4,897
Net book values		
At 31 March 2025	5,703	5,703
At 31 March 2024	5,752	5,752

Notes to the financial statements for the year ended 31 March 2025 (continued)

15. Debtors

	Total 2025 £	Total 2024 £
Debtors from operations	205,571	99,302
Prepayments and accrued income	75,175	88,782
	280,746	188,084

16. Creditors - amounts falling due within one year

	Total 2025 £	Total 2024 £
Creditors from operations	118,846	58,298
Taxation, social security and pensions	31,449	19,121
Accruals and deferred income	405,442	295,596
	555,737	373,015
Deferred income		
Deferred income at 1 April 2024	236,761	168,752
Resources deferred in the year	333,463	236,761
Amounts released from previous years	(236,761)	(168,752)
Deferred income at 31 March 2025	333,463	236,761

At the balance sheet date the charity was holding funds received in advance for services due to be delivered after the year end and for which entitlement to the income is not received until the service is delivered.

17. Commitments under operating leases

At 31 March 2025 the charity was committed to making the following payments under non-cancellable operating leases :

	Land and buildings		Other	
	2025 £	2024 £	2025 £	2024 £
Within one year	87,161	70,128	12,954	8,736
Within two to five years inclusive	77,112	146,831	25,610	8,736
	164,273	216,959	38,564	17,472

Notes to the financial statements for the year ended 31 March 2025 (continued)

18. Analysis of funds

	Balance at 1 April 2024 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2025 £
Restricted funds					
Fit for life	84	38,722	(60,046)	21,240	-
Positive Pathways	3,835	72,423	(43,726)	-	32,532
Health & Wellbeing	12,476	28,696	(15,668)	-	25,504
Energy Efficiency	60	58,205	(62,618)	4,353	-
IAG General Contract	49,133	200,000	(244,606)	-	4,527
Information & Advice (HDP)	26,193	188,085	(219,784)	5,506	-
BCC - National Neighbourhood Scheme	4,050	113,359	(100,382)	-	17,027
UK SPBF Solihull Project	-	50,912	(50,912)	-	-
Digital & Skills	-	6,976	(1,672)		5,304
Safe & Sound	-	31,000	(1,781)	-	29,219
Voice of disabled	1,087	10,982	(17,486)	5,417	-
Womens Health Reproduction	2,116	45,668	(42,901)	-	4,883
Autism West Midlands	680	41,031	(58,648)	16,937	-
Fairer Futures	-	20,867	(23,353)	2,486	-
UKSPF East Birmingham Project	-	369,162	(369,926)	764	-
UKSPF Dudley Project	-	41,666	(42,498)	832	-
Workwell Project	-	61,332	(64,480)	3,148	-
	99,714	1,379,086	(1,420,487)	60,683	118,996
Unrestricted funds					
General fund	426,966	270,365	(337,713)	7,317	366,935
Designated fund	76,000	-	-	(68,000)	8,000
	502,966	270,365	(337,713)	(60,683)	374,935
Total funds	602,680	1,649,451	(1,758,200)	-	493,931

Name of fund	Description, nature and purpose of fund
Restricted general fund	Money given to the charity where the donor requires that a grant or donation be spent for a specific project.
Unrestricted general fund	The free reserves of the charity which are not designated for particular purposes.
Designated fund	Unrestricted income for which the trustees have designated a particular purpose. See trustees report for detail.

19. Analysis of net assets between funds

Fund balances at 31 March 2025 are represented by:	Unrestricted funds £	Designated fund £	Restricted funds £	Total funds £
Tangible fixed assets	13,697	-	-	13,697
Intangible fixed assets	5,703	-	-	5,703
Current assets	569,810	8,000	452,458	1,030,268
Current liabilities	(222,275)	-	(333,462)	(555,737)
Total net assets	366,935	8,000	118,996	493,931

20. Capital commitments

Contractual commitments for the acquisition of intangible fixed assets contracted for but not provided in the financial statements amounted to £1,750 (2024 - £nil).

21. Contingent liabilities

As at 31 March 2025, the Charity occupies a building under an operating lease which is due to expire on 9 February 2027. Under the terms of the lease, the Charity may be liable for dilapidations at the end of the lease term. At the reporting date, no formal assessment of potential dilapidation costs has been undertaken, and the extent of any liability remains uncertain. Accordingly, no provision has been made in these financial statements. The Trustees will continue to monitor the position and obtain professional advice as appropriate.

22. Reconciliation of net income/(expenditure) to net cash flow from operating activities

	Total 2025 £	Total 2024 £
Net income/(expenditure) for the year	(108,749)	(76,855)
Depreciation	10,592	7,353
Amortisation	1,799	1,770
Interest receivable	(3,034)	(2,860)
(Increase) / decrease in debtors	(92,662)	30,683
Increase in creditors	182,722	51,258
Net cash flow from operating activities	(9,332)	11,349

23. Related party transactions

There were no related party transactions during the current and previous period.

24. Company limited by guarantee

The company is a charitable company limited by guarantee and not having a share capital. The guarantee of the members is limited to a contribution of £1 each in the event of the company being wound up whilst that person is a member or within one year of ceasing to be a member.

Birmingham Disability Resource Centre
DETAILED INCOME AND EXPENDITURE ACCOUNT
for the year ended 31 March 2025

	2025	2024
	£	£
INCOMING RESOURCES		
Grants		
Fit for life	38,722	51,488
Positive Pathways	72,423	67,364
Health & Wellbeing	28,696	18,537
Energy Efficiency	58,205	5,210
IAG General Contract	200,000	173,083
Information & Advice (HDP)	188,085	288,365
BCC - National Neighbourhood Scheme	337,824	339,721
ESF employability and training	50,912	46,123
Digital Divide Project	6,976	-
Safe & Sound	31,000	22,625
Counselling Projects	23,583	11,450
Voice of disabled	10,982	6,458
Womens Health Reproduction	45,668	58,864
Autism West Midlands	41,031	20,516
Fairer Futures	20,867	-
UKSPF East Birmingham Project	369,162	-
UKSPF Dudley Project	41,666	-
Workwell Project	61,332	-
Other income and prior year adjustment	(39,863)	-
	1,587,271	1,109,804
Gifts and donations	6,912	44,316
Commercial activities	52,234	91,479
Deposit account interest	3,034	2,860
	1,649,451	1,248,459
STAFF COSTS		
Wages and salaries	996,790	752,419
SUPPORT COSTS		
Project costs	383,239	186,443
Premises costs	108,396	113,191
Insurance	13,551	9,287
Promotion and marketing	11,278	2,433
General office costs	74,014	65,618
Motor and travel	3,397	5,424
Training and recruitment	26,202	32,761
Computers and IT	41,257	40,497
Legal and professional	74,639	94,190
Bank charges and interest	206	739
Depreciation	10,592	7,353
Amortisation	1,799	1,770
	1,745,360	1,312,125
GOVERNANCE COSTS		
Auditor's remuneration	9,780	9,300
Other accountancy	3,060	3,889
	12,840	13,189
NET DEFICIT FOR THE YEAR	(108,749)	(76,855)

This page does not form part of the statutory financial statements.

BIRMINGHAM DISABILITY RESOURCE CENTRE

England & Wales - Charity number 1034581

Accounts



BIRMINGHAM DISABILITY RESOURCE CENTRE

Report of the Trustees and Financial Statements for the Year Ended 31 March 2024

REGISTERED COMPANY NUMBER: 2897250 (England and Wales)
REGISTERED CHARITY NUMBER: 1034581

BIRMINGHAM DISABILITY RESOURCE CENTRE

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for the Year Ended 31 March 2024

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BIRMINGHAM DISABILITY RESOURCE CENTRE

Reference and Administrative Details
for the Year Ended 31 March 2024

Chairperson	Mr Timothy Philips
Trustees	Mr Andrew Beaton Mr Tony Kennedy (from 25 July 2023) Ms Brigid Lawlor Mr David Lloyd Mr Jack Roughan Ms Kath Scott (Birmingham City Council representative from 25 July 2023)
Company secretary	Ms Louise Mckiernan ACIS, PG Dip (Prof Admin)
Key management personnel	
Chief Executive	Ms Louise Mckiernan
Head of Finance	Mr Desmond Thomas
Head of Fundraising	Mr Steven Moralee
(Interim) Heads of Operations	Mr Terry Wilson and Mrs Aesha Ali
Registered office	Unit 18 ACE Business Park Mackadown Lane Kitts Green Birmingham B33 0LD
Registered company number	02897250
Registered charity number	1034581
Auditors	Feltons 8 Sovereign Court 8 Graham Street Birmingham B1 3JR
Bankers	Lloyds Bank PLC 36-38 New Street Birmingham B2 4LP
Solicitors	Anthony Collins Solicitors 134 Edmund Street Birmingham B3 2ES

BIRMINGHAM DISABILITY RESOURCE CENTRE

Chairperson's Report
for the Year Ended 31 March 2024

I would like to take this opportunity to introduce you to the Birmingham Disability Resource Centre (DRC) Annual Report and Accounts and to outline some of the highlights from the 2023/2024 financial year.

The past year has once again presented many challenges particularly due to rising energy costs and the undue pressure placed on many disabled people needing to keep warm and run assistive equipment. DRC and its staff and volunteer team have continued to provide support to many disabled households including income maximisation through its Information and Advice Services and a Safe and Warm Space at its Information Health and Wellbeing Centre for local people to meet, keep warm and have access to breakfast and hot drinks. In March 2024, DRC was extremely pleased to receive two-year grant funding from Energy Redress which has enabled the organisation to establish its Energy Advice Team providing much-needed information and advice support to disabled households experiencing fuel poverty.

Other economic factors impacting on all of us but disproportionately on disabled people has been the increasing pressure of cost of living, high inflationary factors and interest rates. This has impacted disabled people's ability to afford basic requirements, particularly food and utilities. DRC has continued to provide support and help people in need navigate these difficulties as far as is possible. This has included supporting those in most need to apply for Household Support Fund grant funding and, through grant funding secured, the organisation was also able to open a Cost of Living Hub during the year providing local disabled household families with access to much needed dry goods, clothing and hygiene products.

The cost of living crisis has also continued to impact on DRC as an organisation with high inflation, increasing energy, accommodation and salary costs impacting on budgets during the year. DRC continues to deliver a number of multi-year grants and contracts which have not kept up with inflation resulting in the organisation designating unrestricted funds whilst plans and strategies to address this are implemented.

On a more positive note, DRC has continued to secure new and continuation funding during the year to ensure it can continue to deliver its much-needed Charitable activities. This included securing further 3-year contracts with Birmingham City Council to deliver much needed information, advice and guidance and income maximisation support.

It is with sadness that I must report the untimely passing of Andy Beaton reported to me on the 3rd of September 2024. Andy had been a trustee on the board since 23rd of September 2003. His involvement with the Birmingham disability rights group, goes back to 1992 when a Birmingham City Council officer in the then Economic Development Department. Indeed, that is when me and Andy first met, and we had known each other ever since.

In closing I would like to take this opportunity to thank all the DRC staff, volunteers including the board of directors in their steadfast work and endeavours during 2023/2024 in the best interests of meeting the needs of the local communities we serve.

Mr Timothy Phillips
Chairperson

Trustees of the charity
The trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the Year Ended 31 March 2024. The trustees have adopted the provisions of Accounting and Reporting by Charities: 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 (FRS 102) (effective 1 January 2019).

The trustees who served throughout the year and up to the date of this report are named on page 1.

OUR PURPOSES AND ACTIVITIES

The charity's objects and principal activities are defined by its constitution as follows:

"To promote for the public benefit the relief of people whose impairment or the nature of their condition subjects them to physical, mental, learning or sensory disability by the provision of facilities and services known as Birmingham Disability Resource Centre through which disabled people may realise their full potential as individuals and as members of society, irrespective of the nature of their impairment or condition, disability, gender, sexual orientation, nationality, race, religious belief, status as a married person or civil partnership, pregnancy, spent convictions or other conditions not justified in law."

This is achieved through its mission:
To empower disabled people and those with health conditions to take control of their own lives and to actively seek out opportunities to achieve their full potential as individuals in mainstream society.

And through its vision:

By 2030, the charity will be:

- a leading pan-disability disabled people's organisation in the UK providing insight and effecting change;
- designing and delivering services and programmes which meet the needs and expectations of disabled people, those with health conditions and their support networks;
- providing innovative solutions to individual, community and societal issues for central, regional and local government, public and private sectors and local communities;
- bringing the lived experience of disabled people and those with health conditions to everything we do.

In shaping the objectives for the year and planning its activities, the trustees have considered the Charity Commission's guidance on public benefit, including the guidance 'public benefit: running a charity (PB2)'.

Putting these strategies into action, the organisation operates the following key areas of charitable activity:

- Raising awareness and providing insight to effect change
- Delivering services and programmes to improve outcomes for disabled people, those with health conditions and their support networks. This includes:
  - Information, advice and advocacy services to enable disabled people and those with health conditions to make informed choices and decisions, exercise their rights, access services and maximise their income.
  - Personal skills development to enable them to build confidence and learn the skills required to do things for themselves and to live independently and safely.
  - Health and wellbeing services to promote healthy living and lifestyle choices and to enable them to build resilience and better manage their own health condition or impairment.
  - Social and leisure activities to help improve social skills and combat social isolation.
  - Employment and Skills services to support them towards economic participation and sustainable employment.
- Acting as a community anchor organisation in East Birmingham, providing community development support for older adults, younger adults, disabled people and families in the Yardley Constituency of Birmingham working with Birmingham City Council and partner agencies on the development and delivery of the Neighbourhood Network Scheme (NNS) Social Work Model.

The charity also delivers training and consultancy services for businesses and employers including disability equality training, access audit work and menopause and hormonal health support in the workplace for employers and businesses.

Our approach to fundraising
In order to carry out its activities, the trustees have considered The Charities (Protection and Social Investment) Act 2016. The charity complies with the Code of Fundraising Practice.

Most of the charity's fundraising activity is derived from grant funding and contract opportunities via grant making trusts, public agencies and prime contractors. It does not carry out either directly or through other professional agencies, direct marketing or face-to-face approaches to individuals, vulnerable or otherwise.

ACHIEVEMENTS AND PERFORMANCE

VOICE AND REPRESENTATION

During 2023/2024, DRC has continued to be involved in national work through the Disabled Peoples Organisation (DPO) movement. DRC has continued to represent the East and West Midlands on the England-wide DPO Forum to ensure a national response to policies and decisions that impact the lives of disabled people is provided to decision makers from organisations led by disabled people.

DRC's Chief Executive has continued her Ministerial Appointment as Chair of the West Midlands Regional Stakeholder Network to work with Government to provide insight into the key issues impacting on disabled people in the Region. This has included working with Government to shape a new National Disability Action Plan.

INFORMATION, ADVICE AND GUIDANCE

Information and Advice - Physical and Associated Disabilities
DRC continued to deliver against its contract with Birmingham City Council to provide information, advice and guidance to disabled people living in Birmingham. Between 1 April and 30 September 2023, DRC supported 1,155 people with newly acquired physical disabilities and/or deteriorating conditions to access benefit related advice and guidance and were on hand to assist with form completions.
This contract came to an end on 30 September 2023 with the Council commissioning new an Information, Advice and Guidance service from which DRC was awarded further grant investment (detailed below). This shows that the service that DRC is providing is recognised as valuable for disabled people during the cost of living crisis.

Information, Advice and Guidance – Physical Disabilities and Neurological Conditions
Following the decommissioning of the above contract, DRC was awarded a new 3-year grant from Birmingham City Council commencing on 1 October 2023. DRC is working in partnership with Headway Birmingham & Solihull with DRC as the lead partner.
As a response to the cost of living crisis, this new service focuses on income maximisation which includes information and guidance with regards to benefit entitlements, debt reduction/write off and grants that people with physical disabilities and neurological conditions may be eligible to access. Where a client has a neurological condition or brain injury these citizens are referred to Headway Birmingham & Solihull.
Maximising income advice can be light-touch or form case work and alongside this the service aims to support independence by giving Health & Wellbeing advice; which includes examples such as signposting to community organisations to broaden support networks and also advice about equipment/adaptations in the home. Since the start date of the grant the service has supported 905 citizens.

Information, Advice and Guidance Services for People with Learning Difficulties and/or Autism
From 1 October 2023, DRC also started working in partnership with Autism West Midlands, with Autism West Midlands being the lead, to provide citywide information, advice, and guidance to people with learning difficulties and/or Autism.
This new service offers adults with learning difficulties and/or Autism easy access to help around benefits, debt and how to access other services in the community. DRC provides expertise around benefit entitlements, debt relief and how to make applications for small grants to help furniture or purchase white goods. Autism West Midlands offer expertise for callers with autism who require support to access services like DRC so this has provided a referral route into DRC's services.
Since this service launched, DRC has facilitated 1187 light-touch brief interventions and 319 in-depth advice cases for adults with learning difficulties and/or Autism.

Solihull Specialist Disability Advice Service
During 2023/2024, DRC continued their work as per their partnership with Age UK Solihull as part of Solihull Metropolitan Borough Council's commissioned Community Hub service. DRC has continued to offer a Specialist Disability Advice service to disabled and vulnerable people living in Solihull delivered primarily through Age UK's North and South Solihull Hubs.
This demand-led service saw the service grow during the year with DRC supporting 721 citizens with in-depth and bespoke benefit and debt advice.

BASS Birmingham Advice and Support Service *(formerly known as Specialist Enablement Service)*
DRC continued its partnership arrangement with BID services, who are the lead contract holder on the previously named Specialist Enablement (Supporting People) service (Now called BASS Birmingham Advice and Support Service) commissioned by Birmingham City Council.
This service provides support to disabled and vulnerable people living in Birmingham through early intervention.
Over the past year, DRC have hit their target of providing over 1800 hours of specialist advice to 144 vulnerable people. These citizens were not only given advice on how to maximise their income, but also advice to help them live independently, improve their health and wellbeing which serves to enhance their quality of life and be better linked to their local communities.

Energy Redress
In March 2024, DRC was awarded funding from the National Energy Trust through the Energy Redress Programme to deliver a new 2-year 'Warmer Birmingham' project. The project aims to support disabled clients who are experiencing issues with their energy bills or debts. The project staff will be collaborating with DRC's IAG staff team with referrals being channelled through them, ensuring that clients benefit from a comprehensive 360-degree support approach. During the first month of the Programme, project staff have been appointed, inducted and have attended training courses to support them in their work in readiness for service delivery commencing in 2024/2025 and beyond.

Information, Advice and Guidance Cost of Living Support
Between 1 November 2023 and 31 March 2024, DRC was awarded additional grant funding from Birmingham City Council to provide information and advice to disabled people living in Birmingham, with a particular focus on maximising income. The grant funding supported 266 individuals, and the total amount of income maximised was £368,702.86.

PERSONAL SKILLS DEVELOPMENT

Safe and Sound
Safe and Sound provides participants with the skills, tools and confidence to manage their health conditions, live safely and independently in their community, increase peer support connections and build confidence and resilience, thus reducing the need for further specialist interventions.
DRC continued to deliver Safe and Sound courses between 1 April and 30 September through grant funding from Birmingham City Council and through match funding from Harborne Parish Lands Charity to support delivery in the Ancient Parish of Harborne, allowing DRC to increase its reach into the wider Birmingham area. Birmingham City Council decommissioned the programme as of 30th September 2023. Within the remaining 6 months, DRC ran 3 courses supporting 74 people.
DRC is seeking to secure replacement funding to enable it to continue this crucial project that delivers vital information to vulnerable populations. This project addresses a critical need by providing Imperative resources to those who are most at risk, ensuring they have the necessary tools to navigate their challenges.

Plugged-In

This was the 2nd year of the 3-year Plugged-In Project funded by National Lottery Community Fund Reaching Communities Programme. The project aims to reduce the digital exclusion of vulnerable people in Birmingham & Solihull by providing I.T. support which provides participants the opportunity to learn skills so that they can operate a computer or devices which then enables them to connect with their friends, family and online digital services.

Plugged-In executes this by offering participants an 8-week course on topics that promote digital inclusion, and a drop -in I.T. Café for citizens to independently use the facilities and have support on hand if they need. Through this project, DRC provide a single point of access triage service for those seeking more generalist advice, and specialist benefits advice.

To date, 359 clients have benefitted from I.T advice and guidance which has improved their independence as well as enabling them to stay connected digitally within their communities.

HEALTH AND WELLBEING

Fit for Life

During 2023-2024, DRC continued to receive grant funding from Black Country and West Birmingham Integrated Care Board and various Trusts and Foundations to provide Fit for Life activities across Birmingham and Wolverhampton.

During the year, DRC's Fit for Life programme has developed and changed to meet the needs of service users. We have continued to provide the spinning class online which has enabled participants to complete regular exercise classes as part of our weekly Fit for Life sessions. DRC continued to provide walking sessions and to run 8-week programmes as well.

During these programmes, individuals worked on small achievable goals to help improve their health and wellbeing, received peer support, and improved their physical health. We provide a weekly exercise/walking group in Wolverhampton, and we will be starting another group at West Park Rehabilitation Centre, and we hope this will also be well attended. In Birmingham, 469 disabled and older people were supported and in Wolverhampton, 134 disabled and older people benefited from the programmes and activities on offer including courses, walking groups, virtual seated exercise and spinning sessions.

Talking Therapies *(Formerly* known as Improving Access to Psychological Therapies (IAPT))

Through a sub-contract with the Living Well Consortium, DRC continued to deliver both high and low intensity counselling sessions during 2023/2024. DRC provided talking therapies and support for disabled people with mild, moderate, and moderate to severe, symptoms of anxiety and/or depression. Through its counselling services the DRC has placed a crucial role in addressing the mental health needs of clients. Counselling provides a safe and supportive environment for individuals to explore their emotions, cope with challenges and develop strategies to improve their wellbeing. DRC has empowered clients to better manage their mental health and lead more fulfilling lives, and we are proud to be part of the journey. DRC now has additional counsellor practitioner capacity to further increase our reach to clients and to envisage how this work can be extended further.

Furthermore, the DRC's involvement in the consortium has helped reduce the stigma associated with mental health issues. In many societies, mental health issues are often misunderstood or viewed as taboo. However, by actively participating in the consortium and promoting its counselling services, DRC has played a significant role in raising awareness of mental health and challenging societal stigmas. This has encouraged more individuals to seek help and support when facing mental health challenges, contributing to the overall wellbeing of the population. During the year, the Talking Therapies service provided 79 interventions to disabled people.
Six-monthly counselling sessions were provided to the pilot project, Mindfulness Walking Group. The sessions were well received and participants feedback a noticeable improvement within their overall physical and mental wellbeing.

SOCIAL AND LEISURE

Arts & Crafts and Other Social Activities

During 2023/2024, DRC continued to receive funding from a number of local grants making trusts and foundations to run its arts and craft sessions and breakfast club. Throughout the year, DRC provided many sessions where people came together, received peer support, and took part in creative crafting activity. Both activities have delivered sessions once a week with individuals taking part in art activities from crafting, drawing, painting through to clay work, basket making and weaving. Both activities bring disabled people from different backgrounds together and reduce social isolation and loneliness, for some clients this is the only interaction they have with other people.
During the year, DRC has supported 1,275 disabled people through its art sessions and breakfast club sessions.

The Mindfulness Walking Group Pilot

This was a 6-month pilot project funded by Living Well UK which ran from 25th October 2023 to 30th March 2024 to support individuals with acquired or deteriorating mobility issues who were at risk of or experiencing poor mental health.
DRC's mindfulness walking group operated weekly sessions where people came to the centre and took part in an accessible wellbeing activity such as seated yoga, seated dance, healthy eating workshop or group talking therapy followed by going for a walk or wheel in Tile Cross Park practicing mindful techniques. The session concluded with walking back to the Centre for some snacks and a game. This served to build peer support networks.
This pilot was a proven success with 100% of participants reported an improvement in their mental health and wellbeing, their physical health and mobility; and a reduction in their feelings of loneliness and isolation. Despite a late start, DRC also hit the outputs over the 6 months which were to facilitate 24 accessible wellbeing sessions, 48 mindfulness walks/wheels and 24 informal social sessions to a total of 12-15 participants.

EMPLOYMENT AND SKILLS

Employment Programmes - Opportunities Hub, Positive Pathways, Disability Inclusion Project and PURE

Over the year, European Social Fund (ESF) income match funded DRC's Henry Smith Charity grant to fund DRC's Positive Pathways project and the wider Disability Inclusion Project. The project allowed disabled people to access pre-employment support such as information advice and guidance, IT skills, financial literacy and basic skills funded through the funding partners. Individuals also accessed DRC's Positive Pathways courses which are an engaging and interactive programme to support and enable disabled people in the West Midlands to move towards employment goals and aspirations. This six-week course gave disabled people the skills, knowledge, and confidence to move towards employment. The courses are very interactive and fun and were developed in partnership with disabled people to give them practical skills and covered the following topics: understanding disability, confidence building, condition self-management, CV writing, interview skills and understanding employment, reasonable adjustments and access to work. As part of this programme, individuals also accessed DRC's Opportunities Hubs which are weekly sessions where people can access drop-in support to carry out job search, receive peer support and get specialist support to help them gain their employment training or volunteering aspirations. The team have also connected with existing and new job centres within our area to promote DRC's employment projects which has been reflected in the people signing onto programmes. During the year, DRC continued to work with other charities and companies to provide job placements so disabled people can build their confidence and experience. The ESF project finished on 31 December 2023 and over the last 9 months, DRC supported 122 individuals on this programme and had positive results helping clients into training & employment opportunities.

In addition, DRC's ESF-funded PURE sub-contract working with BID Services as lead provider has allowed DRC to develop their Positive Pathways project and further work with individuals over the age of 25. In this year, DRC worked with 282 people across all their employment and skills programme. The Pure project was due to end in December, but DRC received additional funding until 31 March 2024 at which point, DRC's sub-contract with BID Services on the PURE programme came to an end.

COMMUNITY DEVELOPMENT

Yardley Neighbourhood Network Scheme (YNNS)

During the year, DRC has continued to act as the Lead Delivery Partner, working in partnership with Oasis Hobmoor and BID Services, as Lead Facilitator for the Yardley Neighbourhood Network Scheme (YNNS) through a contract with Birmingham City Council. DRC and its partners have continued to work closely with the Yardley Social Work Team to develop and support local groups and organisations to provide activities to older adults and younger people including those with disabilities.

This is achieved through the provision of both capacity building support and through the provision of micro and small grants and in YNNS, through the additional support of a qualified fundraiser. YNNS has its own independent steering group comprised of local residents and stakeholders and its own independent grants panel consisting of the same where DRC is a member of both without voting rights to ensure YNNS remains community led.

YNNS have continued to support local assets by making grants to 34 local community groups and organisations to support a wide range of activities including Tai chi, social activities, Arts & Crafts, Martial Arts, Sports, Befriending, Walking group, Carers Group, Health & Wellbeing activities, Bereavement Support, Housing Support, Yoga, Womens Coffee morning, Sewing project, Friendship group, Diabetes support group, Autism / ADHD Support group, Stroke Club, Walking Tennis, Breakfast clubs, Performing Arts social sessions, Afternoon Tea parties and various trips. During 2023/2024, a total of £252,373 was awarded in small grants with an additional £8,995 in micro grants totalling £261,368. The capacity building fund has been utilised well to support the community organisations with various training to help deliver the work they do confidently and equipped with the required, relevant knowledge. Of the allocated £20,000 capacity building for both older adults and younger adults, £14,638 was invested into training and other support sessions for the community.

YNNS Yardley Housing Support Pilot Project

Following receipt of a small grant from the Yardley Neighbourhood Network Scheme (YNNS), DRC was able to pilot a project starting in September 2023 to provide extensive support to clients living in the Yardley area facing housing issues and assistance with completing housing applications. The pilot project has been in high demand with clients facing complex and multifaceted problems, which require a considerable amount of staff time, attention, and expertise. As of 31 March 2024, 39 clients have been supported to access the Birmingham Housing Choice application process and addressing various housing-related issues.

Household Support Fund

During 2023/2024, as lead facilitator for YNNS and working in partnership with Barnardo's, DRC continued to distribute the National Government Household Support Fund programme on behalf of Birmingham City Council. This allowed DRC to reach out to some of the most vulnerable people in Yardley with DRC assisting individuals to apply to the fund for grants of up to £200 per household. During the year, 1,608 individuals were supported to apply for the household support fund which resulted in grant funding of £321,600 being allocated to those in most need.

COMMERCIAL SERVICES

Disability Awareness Training

DRC has continued its contractual arrangement with Birmingham City Council's Licensing Department to train Private Hire Drivers in Disability Awareness and Safeguarding as part of their licensing requirements. DRC trained 1,105 Private Hire Drivers during the year.

During the year, DRC also continued providing Access Audits to private companies and other statutory and voluntary sector agencies.

Menopause in the Workplace Project

During 2023/2024, DRC has continued to work in partnership with Salus Fatigue Foundation (Salus), led by Birmingham Voluntary Services Council (BVSC) with funding from the Department of Health and Social Care (DHSC) VCSE Health and Wellbeing Fund to pilot a project to support people experiencing the peri/menopause to remain in or return to the workforce. This project sees DRC piloting a programme of support for Small to Medium Enterprise (SMEs) employers and employees. During the year DRC have produced a live interactive employer's toolkit and rolled this out to Small and Medium Sized Enterprises (SMEs), policy support to employers to implement policies and practices that support women's hormonal health and retain them and support them entering the workforce. DRC has provided guidance, bitesize lunch and learn awareness sessions and training menopause advocates/champions in SMEs. DRC has also provided in work support to employees experiencing peri/menopause to retain them in the workforce.

The project has progressed well, with the project Lead proactively engaging with over 70 SMEs within the year. DRC has attended our partner events as well as hosting a successful Menopause Support in and out of the Workplace event in September 2023 at the Birmingham Business Park. DRC have also planned, prepared and promoted the rollout of our Menopause Wellbeing Champions training within the workforce. The champions will leave a sustainable legacy and resource in the local workforce beyond the project end.

DRC would like to be able to extend this valuable training post the project end in March 2025.

FINANCIAL REVIEW

The financial results of DRC are detailed in the following pages. It is considered that the finances are sound and well established. The principal funding sources have included:

- Birmingham City Council Yardley NNS Lead Facilitator contract
- Birmingham City Council Information, Advice and Guidance physical and associated disabilities contract
- Birmingham City Council Prevention and Communities grant for Safe and Sound project
- The National Lottery Communities Fund for the Plugged-In project
- Energy Redress grant to deliver fuel poverty work
- The Henry Smith Charity to deliver Positive Pathways project
- CareTech Foundation to deliver Positive Pathways project
- Black Country and West Birmingham CCG grant for Fit for Life
- Sub-Contracts with BID Services and Better Pathways to deliver employment and training support under PURE and other European Social Fund Programmes and Living Well Consortium to deliver talking therapies.

All expenditure of this income is planned to fulfil the objectives and strategies of the charity. During the year ended 31 March 2024 total resources expended were £1,325,314 (2023: £1,208,424) and the deficit expenditure being greater than the income was -£76,855 (2023: surplus of £5,075).

The total funds carried forward at 31 March 2024 were £602,680 of which £502,966 related to unrestricted funds and £99,714 to restricted funds. From these, the trustees have designated £76,000 unrestricted reserves to meet rising accommodation costs, cost of living increases and salary uplifts.

During the 2023/2024 financial year, DRC once again, secured grant funding to support the delivery of some of its charitable activities in the latter part of the year. The application of rules around income recognition (as governed by the Charities Statement of Recommended Practice 2019 have resulted in a position whereby income has been recognised in-year but some or all the associated cost fall into the subsequent year. This has had the effect of increasing the reported net increase in funds and will have the opposite effect in the following year when the grants are expected.

The principal risks and uncertainties include:

- financial stability resulting from the markets DRC has traditionally operated within being impacted by BREXIT and the associated loss of European Funded Programmes
- staff recruitment caused by current market trends bought about by BREXIT and the Covid-19 pandemic
- increased costs in running its Information, Health and Wellbeing Centre as a result of the cost of living crisis
- multi-year contacts and grants being 'out of step' with current costs as a result of the cost of living crisis

DRC has well developed plans and strategies in place to manage these risks and has allocated an appropriate level of resource to business development; HR and recruitment; and income generation and fundraising activities. DRC has also designated unrestricted funds to support rising cost of living costs.

Investment policy and powers

Aside from retaining a prudent amount in reserves each year most of the charity's funds are to be spent in the short term so there are few funds for long-term investment. Having considered the options available, the trustees have decided to continue to invest the small amount that it has available in a high interest deposit account.

Reserves policy and going concern

The trustees have examined the charity's requirements for reserves in light of the main risks to the Organisation. It has established a policy whereby the unrestricted funds not committed or invested In tangible fixed assets held by the charity should be between three and six months running costs. Reserves have been built up over recent years through planned operating surpluses. As of 31 March 2024, the level of unrestricted reserves was £502,966 (2023: £586,007). After making allowances for those unrestricted funds of £19,621 represented by fixed assets, and those represented by designated funds, the remaining free reserves of the charity at 31 March 2024 were £407,345 (2023: £441,853) which equates to 6 months of operating expenditure at current levels.

The trustees have designated £122,750 unrestricted reserves to meet rising accounting costs, costs of living increases and salary uplifts of living costs. Within the year, £46,750 was used from designated reserves, leaving a carried forward balance of £76,000.

Plans for future periods

DRC's immediate plans are to address how the organisation can continue to meet the rising costs associated in running its Information, Health and Wellbeing Centre and continue to deliver its much-needed charitable activities against the backdrop of rising inflation, cost of living increases and multi-year grants and contracts no longer meeting rising costs. The organisation will:

- Look at how existing contracts and grants can be delivered within the available budgets
- Secure additional income to support existing charitable activities
- Continue to research and develop its commercial service offering where profits can be reinvested into the charity and its activities.

Volunteer involvement

DRC would like to reflect the contributions made to the charity by its volunteers, members, friends, advisors and of course Charity Trustees, the help of whom contributes greatly to enhance the work of the organisation and to whom we are most grateful. During the year, DRC benefited from the support provided by 5 volunteers giving their time to support service delivery.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

DRC is a charitable company limited by guarantee, incorporated on 11 February 1992 and registered as a charity on 7 March 1994. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association and the policies made from time to time by the trustees. In the event of the company being wound up, members are required to contribute an amount not exceeding £1. Membership is open to disabled people and non-disabled people.

Appointment of Trustees

The directors of the company are also charity trustees for the purposes of charity law and under the company's Articles are known as members of the Management Committee. Under the requirements of the Memorandum and Articles of Association, the members of the Management Committee are elected to serve for a period of three years after which they must be re-elected at the next Annual General Meeting.

David Lloyd will retire by rotation at the next Annual General Meeting and, being eligible, offer himself for re-election.

The nature of the charity's work is to provide information, advice and support services to disabled people, their families and carers living primarily in Birmingham, Solihull and the Black Country. The Management Committee seeks to ensure that the needs of this group are appropriately reflected through the diversity of the trustee body. The more traditional business skills are also represented on the Board of Trustees.

All members of the Management Committee are requested to undertake a skills audit to identify their skills and relevant experience (and update it each year). In the event of particular skills being lost due to retirements, individuals with similar skills are identified to offer themselves for election to the Board of Trustees.

Trustee induction and training
All trustees are familiar with the practical work of the charity having been encouraged to take up induction and on-going training including presentations on projects and services, governance training, disability equality training, a tour of DRC's premises and various Business Planning and Away Days.

Additionally, new trustees are invited and encouraged to attend a series of short training sessions to familiarise themselves with the charity and the context within which it operates. These are jointly led by the Chairperson of the Management Committee and the Chief Executive of the charity and cover:

- Governance Training including the obligations of Management Committee members and the main documents which set out the operational framework for the charity including the Memorandum and Articles of Association.
- Financial planning including resourcing and the current financial position as set out in the latest published accounts
- Future plans and objectives, including the DRC's Strategic Business Plan and Service Delivery Plans.

A Trustee Handbook is also available drawing information from the various Charity Commission publications signposted through the Commission's guide "The Essential Trustee" as a follow up to these sessions. This is distributed to all new trustees along with the Memorandum and Articles of Association, Scheme of Delegation, all key policy documents and the latest financial statements.

Organisation
DRC has a Management Committee of up to 11 members who meet bi-monthly and who are responsible for the strategic direction and policy of the charity. At present, the Committee has seven members (including a representative appointed by Birmingham City Council) – five of whom class themselves as disabled or having a limiting long-term health condition – from various professional backgrounds relevant to the work of the charity. The Company Secretary also sits on the Committee but has no voting rights.

A scheme of delegation is in place and day-to-day responsibility for the provision of the services rests with the Chief Executive. The Chief Executive is responsible for ensuring that the charity delivers the services specified and that key performance indicators are met. The Chief Executive also has responsibility for the day-to-day operational management of the organisation, individual supervision of the staff team and also ensuring that the team continue to develop their skills and working practices in line with good practice.

Related parties and co-operation with other organisations
None of the trustees receive remuneration or other benefit from their work with the charity. Any connection between a trustee or senior manager of the charity with a client or supplier must be disclosed to the full Board of Trustees in the same way as any other contractual relationship with a related party. Related party transactions in the current year are described in note 23 to the accounts.

Pay policy for senior staff

The Board of Trustees, together with the senior leadership team, comprise the key management personnel of the charity in charge of directing and operating the organisation on a day-to-day basis. No director received remuneration in the year, and details of directors' expenses and related party transactions are disclosed in note 23 to the accounts. The pay of senior staff is usually reviewed annually by the Board of Directors.

Risk management

The trustees have a risk management policy framework which comprises:

- An annual review of the principal risks and uncertainties that the charity faces;
- The establishment of policies, systems, and procedures to mitigate those risks identified in the annual review; and
- The implementation of procedures designed to mitigate or manage any potential impact on the charity should those risks materialise.

This work has identified that financial sustainability is the major financial risk for the charity. Key elements in the management of financial risk are a regular review of available liquid funds to settle debts as they fall due, regular liaison with the bank, and active management of operational debtor and creditor balances to ensure sufficient working capital by the charity.

Attention has also been focussed on non-financial risks arising from operational resilience. DRC adapted well to the impact of the COVID-19 pandemic to ensure it was able to continue with service delivery. Future focus will apply to ensuring that operational resilience remains a top risk that is reviewed and controls tested to ensure that preparedness is at an acceptable level.

Statement of trustees' responsibilities

The trustees (who are also the directors of the charitable company 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), including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Statement of trustees' responsibilities - continued

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; 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 proper 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

Feltons were appointed to fill the vacancy in the capacity of the Auditors.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on 23 September 2024 and signed on its behalf by:

Mr Timothy Philips
Chairperson

Mr David Lloyd
Treasurer

Independent Auditor's Report to the Trustees of Birmingham Disability Resource Centre (A Company Limited by Guarantee)

Opinion

We have audited the financial statements of Birmingham Disability Resource Centre (the 'charitable company') 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 significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of 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 incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for 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 the financial statements section of our report. We are independent of the charitable 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 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 trustees annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. 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.

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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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.

Opinion 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 have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our 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 in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, 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 require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' Report and from the requirement to prepare a Strategic Report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement (set out on page 16 and 17), the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, 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 the 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 specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below:

- We reviewed the company's control and risk management procedures and planned our work based on our assessment of those controls and procedures;
- This review included an assessment of the risk of material misstatement due to errors, fraud and management override of controls for all material areas in the financial statements;
- We made enquiries of management and the company's lawyers regarding any actual or potential litigation and/or claims;
- Financial statements disclosures were reviewed and checked for compliance with applicable laws;
- Detailed testing was conducted on balances and transactions including unusual items and those of individual significance to the financial statements;
- Data analytics were used in order to identify unusual or significant trends;
- Communications with management and those charged with governance regarding relevant matters was undertaken throughout the audit and on completion.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilites. This description forms part of our auditor's report.

Independent Auditor's Report to the Trustees of Birmingham Disability Resource Centre (A Company Limited by Guarantee) (continued)

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 so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

David W Farnsworth FCA (Senior Statutory Auditor)
For and on behalf of Feltons, Statutory Auditor
8 Sovereign Court
8 Graham Street
Birmingham B1 3JR

25 September 2024

Birmingham Disability Resource Centre
(A Company Limited by Guarantee)

Statement of financial activities
for the year ended 31 March 2024

	Notes	Unrestricted funds £	Designated fund £	Restricted funds £	Total 2024 £	Total 2023 £
Income from:						
Donations and legacies	3	44,316	-	-	44,316	36,710
Income from charitable activities	4	214,810	-	894,994	1,109,804	1,087,966
Income from trading activities	5	91,479	-	-	91,479	88,314
Investment income	6	2,860	-	-	2,860	509
Total income		353,465	-	894,994	1,248,459	1,213,499
Expenditure						
Costs of raising funds	7	80,690	-	-	80,690	77,315
Charitable activities:						
Disability services	8	355,816	-	888,808	1,244,624	1,131,109
Total expenditure		436,506	-	888,808	1,325,314	1,208,424
Net income/(expenditure) before transfers		(83,041)	-	6,186	(76,855)	5,075
Gross transfers between funds	18	46,750	(46,750)	-	-	-
Net movement in funds		(36,291)	(46,750)	6,186	(76,855)	5,075
Reconciliation of funds						
Total funds brought forward	18	463,257	122,750	93,528	679,535	674,460
Total funds carried forward		426,966	76,000	99,714	602,680	679,535

All income and expenditure derive from continuing activities.

The statement of financial activities includes all gains and losses recognised during the year

Birmingham Disability Resource Centre
(A Company Limited by Guarantee)

Company Number : 2897250 / Charity number : 1034581
Balance sheet as at 31 March 2024

	Notes	2024 £	2024 £	2023 £	2023 £
Fixed assets					
Tangible assets	13		13,869		13,882
Intangible assets	14		5,752		7,522
			19,621		21,404
Current assets					
Debtors	15	188,084		218,767	
Cash at bank and in hand		767,990		761,121	
		956,074		979,888	
Creditors: amounts falling due within one year	16	373,015		321,757	
Net current assets			583,059		658,131
Net assets			602,680		679,535
Funds of the charity :					
Restricted funds					
General fund	18		99,714		93,528
Unrestricted funds					
General fund	18	426,966		463,257	
Designated fund	18	76,000		122,750	
			502,966		586,007
Total funds			602,680		679,535

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

The notes on pages 25 to 36 form part of these accounts.

The financial statements were approved by the board of trustees on 23 September 2024 and were signed on its behalf by:

.....

Mr Timothy Philips
(Chair)

Birmingham Disability Resource Centre
(A Company Limited by Guarantee)

Statement of cash flows
for the year ended 31 March 2024

	Notes	2024	2023
		£	£
Cash flow from operating activities	22	11,349	195,827
Interest paid		-	-
Net cash flow from operating activities		11,349	195,827
Cash flow from investing activities			
Payments to acquire tangible fixed assets		(7,340)	(9,997)
Payments to acquire intangible fixed assets		-	(8,850)
Interest received		2,860	509
Net cash flow from investing activities		(4,480)	(18,338)
Net increase in cash and cash equivalents		6,869	177,489
Cash and cash equivalents at 1 April 2023		761,121	583,632
Cash and cash equivalents at 31 March 2024		767,990	761,121

Notes to the financial statements for the year ended 31 March 2024

1. Accounting policies

a) General information and basis of preparation

Birmingham Disability Resource Centre is a charitable company limited by guarantee . In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 1 of these financial statements. The nature of the charity's operations and principal activities are stated in the Report of the Trustees on pages 3 to 5 of these accounts.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: 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 issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated

b) Going concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for a period of 12 months from the date of authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

c) Funds

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

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

d) Income recognition

All incoming resources are included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

Notes to the financial statements for the year ended 31 March 2024 (continued)

1. Accounting policies (continued)

d) Income recognition (continued)

- **Grants receivable**
  Government and other grants are included in the Statement of Financial Activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the balance sheet. Where income is received in advance of entitlement of receipt its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

- **Donations**
  Donations are recognised on a receivable basis where there is certainty of receipt and the amount can be reliably measured. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

- **Donated services**
  Donated facilities and donated professional services are recognised in income at their fair value when their economic benefit is probable, it can be measured reliably and the charity has control over the item. Fair value is determined on the basis of the value of the gift to the charity. For example the amount the charity would be willing to pay in the open market for such facilities and services. A corresponding amount is recognised in expenditure.

- **Gifts in kind**
  Fixed asset gifts in kind are recognised when receivable and are included at fair value. They are not deferred over the life of the asset.

- **Interest receivable**
  Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

- **Other income**
  Other income, including the hire of facilities, is recognised in the period it is receivable and to the extent the goods have been provided or on completion of the service.

- **Volunteer time**
  No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102). Further detail is given in the Trustees' Annual Report.

e) Expenditure recognition

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

Notes to the financial statements for the year ended 31 March 2024 (continued)

1. Accounting policies (continued)

e) Expenditure recognition (continued)

- **Costs of generating funds**
  These are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

- **Charitable activities**
  These are costs incurred in activities undertaken to further the purposes of the charity and their associated support costs.

- **Governance costs**
  These include the costs attributable to the trust's compliance with constitutional and statutory requirements, including strategic management and trustees' meetings and reimbursed expenses.

Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

f) Allocation of support costs

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs and administrative payroll costs. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 9.

g) Tangible fixed assets

Tangible fixed assets are stated at cost (or deemed cost) or valuation less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the asset capable of operating as intended.

Tangible fixed assets with a cost greater than £1,000 and with an expected useful economic life of more than one year are capitalised.

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

Leasehold improvements	- between 15% and 50% per annum on a straight line basis
Plant and furniture	- 20% per annum on a straight line basis
Computer equipment	- 20% and 33% per annum on a straight line basis

h) Intangible assets

Intangible assets are initially measured at cost. After initial recognition, intangible assets are measured at cost less any accumulated amortisation and any accumulated impairment losses over the useful life of 5 years.

i) Fixed asset investments

Fixed asset investments are stated at cost less provision for any permanent diminution in value.

Notes to the financial statements for the year ended 31 March 2024 (continued)

1. Accounting policies (continued)

j) Debtors

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

k) Cash at bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

l) Liabilities

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

m) Operating leases

Rentals payable under operating leases are charged to the SoFA on a straight line basis over the period of the lease.

n) Taxation

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

o) Pension benefits

The charity operates a defined contribution plan for the benefit of its employees. Contributions are expensed as they become payable.

p) Volunteers

We would like to reflect within the notes to these financial accounts the immense contributions made to the association by our volunteers, helpful members, friends, advisors, patrons and of course our committee members, the help of whom contributes greatly to enhance the work of the association and to whom we are most grateful. We benefitted for example from over 1,699 hours (2023: 580) which if valued at the ASHE median wage rate for Birmingham would equate to £23,660 (2023: £7,499).

q) Critical accounting estimates and areas of judgement

There are no key assumptions concerning the future and other key sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next financial year.

2. Prior year Statement of Financial Activities (year end 31 March 2023)

	Unrestricted funds £	Designated fund £	Restricted funds £	Total 2023 £
Income				
Donations and legacies	36,710	-	-	36,710
Income from charitable activities	235,892	-	852,074	1,087,966
Income from trading activities	88,314	-	-	88,314
Investment income	509	-	-	509
Total income	361,425	-	852,074	1,213,499
Expenditure				
Costs of raising funds	77,315	-	-	77,315
Charitable activities	268,543	-	862,566	1,131,109
Total expenditure	345,858	-	862,566	1,208,424
Net income/(expenditure) before transfers	15,567	-	(10,492)	5,075
Gross transfers between funds	(122,750)	122,750	-	-
Net movement in funds	(107,183)	122,750	(10,492)	5,075
Reconciliation of funds				
Total funds brought forward	570,440	-	104,020	674,460
Total funds carried forward	463,257	122,750	93,528	679,535

3. Donations and legacies

	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Gifts and donations	44,316	-	44,316	36,710
	44,316	-	44,316	36,710

Notes to the financial statements for the year ended 31 March 2024 (continued)

4. Income from charitable activities

	Unrestricted funds £	Designated fund £	Restricted funds £	Total 2024 £	Total 2023 £
Disability services					
Grant income	214,810	-	894,994	1,109,804	1,087,966
	214,810	-	894,994	1,109,804	1,087,966
Fit for life	-	-	51,488	51,488	55,233
Positive Pathways	-	-	67,364	67,364	90,902
Health & Wellbeing	-	-	18,537	18,537	13,411
Energy Efficiency	-	-	5,210	5,210	85,258
IAG General Contract	-	-	173,083	173,083	143,183
Information & Advice (HDP)	-	-	288,365	288,365	216,542
BCC - National Neighbourhood Scheme	203,360	-	136,361	339,721	325,005
ESF employability and training	-	-	46,123	46,123	50,043
Safe & Sound	-	-	22,625	22,625	75,592
Counselling Projects	11,450	-	-	11,450	13,130
Voice of disabled	-	-	6,458	6,458	325
Womens Health Reproduction	-	-	58,864	58,864	19,342
Autism West Midlands	-	-	20,516	20,516	-
	214,810	-	894,994	1,109,804	1,087,966

5. Income from trading activities

	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Commercial activities	91,479	-	91,479	88,314
	91,479	-	91,479	88,314

6. Investment income

	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Deposit account interest	2,860	-	2,860	509
	2,860	-	2,860	509

7. Cost of raising funds

	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Staff costs	80,690	-	80,690	77,315
	80,690	-	80,690	77,315

8. Expenditure on charitable activities

	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Operational and support costs				
Staff costs	89,537	394,421	483,958	465,320
Project costs	-	186,443	186,443	145,586
Motor and travel	-	5,424	5,424	4,124
Premises costs	32,825	80,366	113,191	109,336
Promotion and marketing	-	2,433	2,433	1,318
Depreciation	-	7,353	7,353	4,785
Amortisation	-	1,770	1,770	1,328
Support costs (see note 9)	233,454	197,409	430,863	382,047
Governance costs (see note 9)	-	13,189	13,189	17,265
	355,816	888,808	1,244,624	1,131,109

9. Analysis of support and governance costs

	Basis of allocation	General support £	Governance function £	Total 2024 £	Total 2023 £
Administrative staff	Staff time	187,771	-	187,771	214,807
Training and recruitment	Staff time	32,761	-	32,761	22,228
Information technology	Usage	40,497	-	40,497	30,539
Insurance	Usage	9,287	-	9,287	11,878
General office costs	Usage	65,618	-	65,618	43,648
Audit fees	Governance	-	9,300	9,300	10,250
Accountancy services	Governance	-	3,889	3,889	7,015
Legal and other professional	Usage	94,190	-	94,190	58,045
Bank charges	Usage	739	-	739	902
		430,863	13,189	444,052	399,312

Notes to the financial statements for the year ended 31 March 2024 (continued)

10. Net income/(expenditure) for the year

Net income / (expenditure) is stated after charging:

	Total 2024 £	Total 2023 £
Operating lease charges - premises	96,686	82,467
Operating lease charges - other	14,103	12,812
Depreciation of tangible fixed assets	7,353	4,785
Amortisation of intangible fixed assets	1,770	1,328
Audit fees - audit	9,300	10,250
Audit fees - other services	1,200	7,015

11. Trustees and key management personnel remuneration and expenses

The trustees neither received nor waived any remuneration during the year ended 31 March 2024 (2023 - £Nil). One trustee was reimbursed expenses during the year ended 31 March 2024 totalling £19 (2023 - £Nil).

The charity considers its key management personnel comprise the Chief Executive Officer, the Head of Operations, the Head of Fundraising, and the Head of Finance. The total amount of employee benefits received by key management personnel was £146,854 (2023 - £124,622).

12. Analysis of staff costs and numbers

Staff costs :

	Total 2024 £	Total 2023 £
Gross salaries	681,849	686,043
National Insurance	55,634	56,213
Pension costs	14,936	15,186
	752,419	757,442

Staff numbers :

The average monthly number of employees and full time equivalents during the year was as follows:

	2024 Number	2024 FTE	2023 Number	2023 FTE
Executive management	9	5	9	7
General information service	9	6	11	9
Employment and training service	4	4	5	4
Business services, administration and support	5	1	5	2
	27	16	30	22

12. Analysis of staff costs and numbers (continued)

Higher pay staff:

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2024 Number	2023 Number
£60,001 - £70,000	1	1

13. Tangible fixed assets

	Leasehold improvements £	Plant and furniture £	Computer equipment £	Total £
Cost				
At 1 April 2023	69,997	23,828	37,012	130,837
Additions	-	-	7,340	7,340
At 31 March 2024	69,997	23,828	44,352	138,177
Depreciation				
At 1 April 2023	69,997	23,392	23,566	116,955
Charge for the year	-	113	7,240	7,353
At 31 March 2024	69,997	23,505	30,806	124,308
Net book values				
At 31 March 2024	-	323	13,546	13,869
At 31 March 2023	-	436	13,446	13,882

14. Intangible fixed assets

	Computer software £	Total £
Cost		
At 1 April 2023	8,850	8,850
At 31 March 2024	8,850	8,850
Amortisation		
At 1 April 2023	1,328	1,328
Charge for the year	1,770	1,770
At 31 March 2024	3,098	3,098
Net book values		
At 31 March 2024	5,752	5,752
At 31 March 2023	7,522	7,522

Notes to the financial statements for the year ended 31 March 2024 (continued)

15. Debtors

	Total 2024 £	Total 2023 £
Debtors from operations	99,302	98,322
Prepayments and accrued income	88,782	120,445
	188,084	218,767

16. Creditors - amounts falling due within one year

	Total 2024 £	Total 2023 £
Creditors from operations	58,298	58,245
Taxation and social security	19,121	11,891
Accruals and deferred income	295,596	251,621
	373,015	321,757
Deferred income		
Deferred income at 1 April 2023	168,752	54,788
Resources deferred in the year	236,761	168,752
Amounts released from previous years	(168,752)	(54,788)
Deferred income at 31 March 2024	236,761	168,752

At the balance sheet date the charity was holding funds received in advance for services due to be delivered after the year end and for which entitlement to the income is not received until the service is delivered.

17. Commitments under operating leases

At 31 March 2024 the charity was committed to making the following payments under non-cancellable operating leases :

	Land and buildings		Other	
	2024 £	2023 £	2024 £	2023 £
Within one year	70,128	54,788	8,736	8,736
Within two to five years inclusive	146,831	-	8,736	17,472
	216,959	54,788	17,472	26,208

18. Analysis of funds

	Balance at 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2024 £
Restricted funds					
Fit for life	4,707	51,488	(56,111)	-	84
Positive Pathways	16,732	67,364	(80,261)	-	3,835
Health & Wellbeing	11,877	18,537	(17,938)	-	12,476
Energy Efficiency	-	5,210	(5,150)	-	60
IAG General Contract	32,522	173,083	(156,472)	-	49,133
Information & Advice (HDP)	25,679	288,365	(287,851)	-	26,193
BCC - National Neighbourhood Scheme	-	136,361	(132,311)	-	4,050
ESF employability and training	-	46,123	(46,123)	-	-
Safe & Sound	-	22,625	(22,625)	-	-
Voice of disabled	94	6,458	(5,465)	-	1,087
Womens Health Reproduction	1,917	58,864	(58,665)	-	2,116
Autism West Midlands	-	20,516	(19,836)	-	680
	93,528	894,994	(888,808)	-	99,714
Unrestricted funds					
General fund	463,257	353,465	(436,506)	46,750	426,966
Designated fund	122,750	-	-	(46,750)	76,000
	586,007	353,465	(436,506)	-	502,966
Total funds	679,535	1,248,459	(1,325,314)	-	602,680

Name of fund	Description, nature and purpose of fund
Restricted general fund	Money given to the charity where the donor requires that a grant or donation be spent for a specific project.
Unrestricted general fund	The free reserves of the charity which are not designated for particular purposes.
Designated fund	Unrestricted income for which the trustees have designated a particular purpose. See trustees report for detail.

Notes to the financial statements for the year ended 31 March 2024 (continued)

19. Analysis of net assets between funds

Fund balances at 31 March 2024 are represented by:	Unrestricted funds £	Designated fund £	Restricted funds £	Total funds £
Tangible fixed assets	13,869	-	-	13,869
Intangible fixed assets	5,752	-	-	5,752
Current assets	780,360	76,000	99,714	956,074
Current liabilities	(373,015)	-	-	(373,015)
Total net assets	426,966	76,000	99,714	602,680

20. Capital commitments

There were no capital commitments at either 31 March 2024 or 31 March 2023.

21. Contingent liabilities

There were no contingent liabilities at either 31 March 2024 or 31 March 2023.

22. Reconciliation of net income/(expenditure) to net cash flow from operating activities

	Total 2024 £	Total 2023 £
Net income/(expenditure) for the year	(76,855)	5,075
Depreciation	7,353	4,785
Amortisation	1,770	1,328
Interest receivable	(2,860)	(509)
Decrease in debtors	30,683	50,416
Increase in creditors	51,258	134,732
Net cash flow from operating activities	11,349	195,827

23. Related party transactions

There were no related party transactions during the current and previous period.

24. Company limited by guarantee

The company is a charitable company limited by guarantee and not having a share capital. The guarantee of the members is limited to a contribution of £1 each in the event of the company being wound up whilst that person is a member or within one year of ceasing to be a member.

Birmingham Disability Resource Centre
DETAILED INCOME AND EXPENDITURE ACCOUNT
for the year ended 31 March 2024

	2024	2023
	£	£
INCOMING RESOURCES		
Grants		
Fit for life	51,488	55,233
Positive Pathways	67,364	90,902
Health & Wellbeing	18,537	13,411
Energy Efficiency	5,210	85,258
IAG General Contract	173,083	143,183
Information & Advice (HDP)	288,365	216,542
BCC - National Neighbourhood Scheme	339,721	325,005
ESF employability and training	46,123	50,043
Safe & Sound	22,625	75,592
Counselling Projects	11,450	13,130
Voice of disabled	6,458	325
Womens Health Reproduction	58,864	19,342
Autism West Midlands	20,516	-
	1,109,804	1,087,966
Gifts and donations	44,316	36,710
Commercial activities	91,479	88,314
Deposit account interest	2,860	509
	1,248,459	1,213,499
STAFF COSTS		
Wages and salaries	752,419	757,442
SUPPORT COSTS		
Project costs	186,443	145,586
Premises costs	113,191	109,336
Insurance	9,287	11,878
Promotion and marketing	2,433	1,318
General office costs	65,618	43,648
Motor and travel	5,424	4,124
Training and recruitment	32,761	22,228
Computers and IT	40,497	30,539
Legal and professional	94,190	58,045
Bank charges and interest	739	902
Depreciation	7,353	4,785
Amortisation	1,770	1,328
	1,312,125	1,191,159
GOVERNANCE COSTS		
Auditor's remuneration	9,300	10,250
Other accountancy	3,889	7,015
	13,189	17,265
NET (DEFICIT)/SURPLUS FOR THE YEAR	(76,855)	5,075

This page does not form part of the statutory financial statements.

BIRMINGHAM DISABILITY RESOURCE CENTRE

England & Wales - Charity number 1034581

Accounts



BIRMINGHAM DISABILITY RESOURCE CENTRE

Report of the Trustees and Financial Statements for the Year Ended 31 March 2023

REGISTERED COMPANY NUMBER: 2897250 (England and Wales)
REGISTERED CHARITY NUMBER: 1034581

BIRMINGHAM DISABILITY RESOURCE CENTRE

Reference and Administrative Details
for the Year Ended 31 March 2023

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BIRMINGHAM DISABILITY RESOURCE CENTRE

Reference and Administrative Details
for the Year Ended 31 March 2023

Chairperson	Mr Timothy Philips
Trustees	Mr Andrew Beaton Mr Paul Bryce (to 11 October 2022) Mrs Deborah Phillips (to 29 March 2023) Ms Brigid Lawlor Mr David Lloyd Mr Jack Roughan (from 12 July 2022)
Company secretary	Ms Louise Mckiernan ACIS, PG Dip (Prof Admin)
Key management personnel	
Chief Executive	Ms Louise Mckiernan
Head of Finance	Mr Desmond Thomas
Head of Fundraising	Mr Steven Moralee
Head of Operations	Mrs Emma Costanza
Registered office	Unit 18 ACE Business Park Mackadown Lane Kitts Green Birmingham B33 0LD
Registered company number	2897250
Registered charity number	1034581
Auditors	Haines Watts Birmingham LLP 5-6 Greenfield Crescent Edgbaston Birmingham B15 3BE
Bankers	Lloyds Bank PLC 36-38 New Street Birmingham B2 4LP
Solicitors	Anthony Collins Solicitors 134 Edmund Street Birmingham B3 2ES

BIRMINGHAM DISABILITY RESOURCE CENTRE

Chairperson's Report
for the Year Ended 31 March 2023

I would like to take this opportunity to introduce you to the Birmingham Disability Resource Centre (DRC) Annual Report and Accounts and to outline some of the highlights from the 2022/2023 financial year.

The past year has presented many challenges particularly during the Autumn and Winter months with extremely high energy costs putting undue pressure on many disabled people needing to keep warm and run assistive equipment. DRC and its staff and volunteer team rose to this challenge with their usual fortitude and dedication providing much needed energy advice and support and providing a Safe and Warm Space at its Information Health and Wellbeing Centre for local people to meet, keep warm and have access to breakfast and hot drinks.

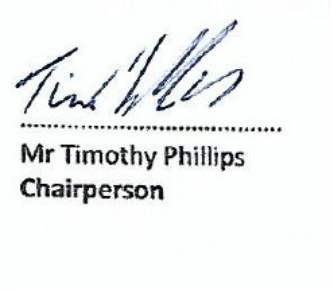
Covid-19 was still prevalent during the year with the aftermath effects being felt by the general population as well as disabled people. The result of isolation following periods of lockdown have manifested in an increase in many people experiencing sociological and psychological issues. DRC has supported many vulnerable people post pandemic to build confidence to re-engage with their local communities as well their mental health and wellbeing needs. The organisation has also invested heavily in its staff and volunteer team supporting them to move from home working to hybrid working, repurposing services to include in-person delivery from its Centre and other community venues and supporting them with their health and wellbeing needs.

Other economic factors impacting on all of us but disproportionately on disabled people has been the increasing pressure of cost of living, high inflationary factors and interest rates. This has impacted disabled people's ability to afford basic requirements, particularly food and utilities. DRC has continued to provide support and help people in need navigate these difficulties as far as is possible. This has included supporting those in most need to apply for Household Support Fund grant funding and, through DRC's work as the lead organisation for the Yardley Neighbourhood Network Scheme, working with local community groups to develop various Food Bank and Food Pantry initiatives to support local citizens in need.

The cost of living crisis has also impacted on DRC as an organisation with high inflation, increasing energy, accommodation and salary costs impacting on budgets during the year. DRC continues to deliver a number of multi-year grants and contracts which have not kept up with inflation resulting in the organisation designating unrestricted funds whilst plans and strategies to address this are implemented.

On a more positive note, DRC has continued to secure new and continuation contracts and grants during the year to ensure it can continue to deliver its much-needed Charitable activities. This included securing a further 5-year contract to continue to deliver the Yardley Neighbourhood Network Scheme work following a robust commissioning process with Birmingham City Council. DRC also acted as an official partner to the Commonwealth Games held in Birmingham during the Summer of 2022 which resulted in me being nominated and accepted as a baton bearer on the run up to the opening ceremony.

In closing I would like to take this opportunity to thank all the DRC staff, volunteers including the board of directors in their steadfast work and endeavours during 2022/2023 in the best interests of meeting the needs of the local communities we serve.



Mr Timothy Phillips
Chairperson

Report of the Trustees
for the Year Ended 31 March 2023

Trustees of the charity
The trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the Year Ended 31 March 2023. The trustees have adopted the provisions of Accounting and Reporting by Charities: 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 (FRS 102) (effective 1 January 2019).

The trustees who served throughout the year and up to the date of this report are named on page 1.

OUR PURPOSES AND ACTIVITIES

The charity's objects and principal activities are defined by its constitution as follows:

"To promote for the public benefit the relief of people whose impairment or the nature of their condition subjects them to physical, mental, learning or sensory disability by the provision of facilities and services known as Birmingham Disability Resource Centre through which disabled people may realise their full potential as individuals and as members of society, irrespective of the nature of their impairment or condition, disability, gender, sexual orientation, nationality, race, religious belief, status as a married person or civil partnership, pregnancy, spent convictions or other conditions not justified in law."

This is achieved through its mission:
To empower disabled people and those with long term health conditions to take control of their own lives and to actively seek out opportunities to achieve their full potential as individuals in mainstream society by building a sustainable business.

And through its vision:

In three years' time, the charity will be:

- a leading authority on disability issues at national, regional and local levels;
- providing a range of high-quality person-centred products and services which meet the needs of disabled people and their support networks;
- providing a range of innovative disability solutions to individual, community and societal issues for Central Government, public bodies and the private sector;
- achieving all that we do by engaging and investing in the best people who share in our vision.

In shaping the objectives for the year and planning its activities, the trustees have considered the Charity Commission's guidance on public benefit, including the guidance 'public benefit: running a charity (PB2)'.

Putting these strategies into action, the organisation operates the following key areas of charitable activity:

- Ensuring the voice and lived experience of disabled people are taken into account by those in positions of influence.
- Information, advice and advocacy services to enable disabled people and those with limiting long term health conditions to make informed choices and decisions and exercise their rights.
- Personal and life skills development to enable them to build confidence and learn the skills required to do things for themselves and to live independently and safely.
- Health and wellbeing services to promote healthy living and lifestyle choices and to enable them to build resilience and better manage their own health condition or impairment.
- Social and leisure activities to help improve social skills and combat social isolation.
- Employment, training and volunteering to support them towards economic participation and sustainable employment.
- Community development support for older adults and families in the Yardley Constituency of Birmingham working with Birmingham City Council and partner agencies on the development and delivery of the Neighbourhood Network Scheme (NNS) Social Work Model.

The charity also operates commercial activities which are chargeable at the point of access including disability equality training and access audit work for employers and businesses.

Our approach to fundraising
In order to carry out its activities, the trustees have considered The Charities (Protection and Social Investment) Act 2016. The charity complies with the Code of Fundraising Practice.

The majority of the charity's fundraising activity is derived from grant funding and contract opportunities via grant making trusts, public agencies and prime contractors. It does not carry out either directly or through other professional agencies, direct marketing or face-to-face approaches to individuals, vulnerable or otherwise.

ACHIEVEMENTS AND PERFORMANCE

VOICE AND REPRESENTATION

During 2022/2023, DRC has continued to be involved in national work through the Disabled Peoples Organisation (DPO) movement. DRC has continued to represent the East and West Midlands on the England-wide DPO Forum to ensure a national response to policies and decisions that impact the lives of disabled is provided to decision makers from organisations led by disabled people.

DRC's Chief Executive has continued her Ministerial Appointment as Chair of the West Midlands Regional Stakeholder Network to work with Government to provide insight into the key issues impacting on disabled people in the Region. This has included working with Government to understand the impact of the cost of living crisis on disabled people and help shape its financial support package for disabled households.

INFORMATION, ADVICE AND GUIDANCE

Information and Advice - Physical and Associated Disabilities

DRC continued to deliver against its contract with Birmingham City Council to provide information, advice and guidance to disabled people living in Birmingham. Assisting people with newly acquired physical disabilities and/or deteriorating conditions, the service was vital in assisting people in a time of need and during the ongoing cost-of-living crisis.

Through challenging times with staff recruitment and retention, we managed to achieve referral and delivery targets to meet the needs of benefit related enquiries and form completions with 1,627 disabled people being supported on the project during the year.

Solihull Specialist Disability Advice Service

DRC continued to work with its partner Age UK Solihull to deliver a Specialist Disability Advice Service in Solihull as part of the Solihull Metropolitan Borough Council commissioned Community Advice Hubs service. This additional funding has enabled DRC to expand its reach and increase its presence in the Solihull area.

This demand led service provided both debt and benefits advice to disabled and vulnerable people. The service employs a full-time specialist adviser who works out of two outreach locations through Age UK Solihull.

Carers Service

During the year, DRC continued to receive funding from Birmingham Forward Carers to deliver services for carers across Birmingham. The Forward Carers contract is contracted by Birmingham City Council for the carer's hub provision.

DRC continued to support carers in a time of need where caring responsibilities had increased as well as cost of living issues. DRC received additional funding to help carers apply for carers assessments and gain access to welfare advice for both themselves as a carer and for those they cared from April 2022 to Aug 2022. DRC completed 90 carers assessments, 60 registrations and supported 32 people with complex benefit issues during the year.

Specialist Enablement Service

DRC continued its partnership arrangement with BID services, who are the lead contract holder on the Specialist Enablement (Supporting People) service commissioned by Birmingham City Council. This service has allowed DRC to continue to support disabled people through early intervention.

The service allows vulnerable people to contribute to their local communities, stay safe, live independently, improve their health and well-being and enhance their quality of life. During the year, the service supported 288 people and provided 1,000 hours worth of specialist advice.

Energy Redress
DRC continued to receive funding from the National Energy Trust through the Energy Redress Scheme to deliver its Warm, Safe and Sound project. With the developing cost of living crisis and energy situation in 2022/2023, this project has been able to support disabled people and their families experiencing extreme examples of fuel poverty. The funding has allowed the team to develop online services, media platforms and peer support networks to share knowledge and information regarding energy advice within local communities.

DRC has trained energy champions in external organisations and provided peer to peer support to these individuals so they, in turn, can best support their service users. DRC has also supported many individuals and households to ensure they are better equipped in dealing with energy bills, energy usage and energy disputes, making sure that they have the right information they need to make informed choices and decisions about their current energy situation. The project team have worked with energy providers to write off current debt and negotiate new payment plans on service users' behalf. Through the Energy Redress funding, DRC has supported 868 disabled people with one-to-one advice, 1,679 households and 8,386 people to access online information and training.

PERSONAL SKILLS DEVELOPMENT

Safe and Sound
Safe and Sound provides participants with the skills, tools and confidence to manage their health conditions, live safely and independently in their community, increase peer support connections and build confidence and resilience, thus reducing the need for further specialist interventions.

During the year, DRC received a 12-month grant extension from Birmingham City Council to continue to deliver Safe and Sound courses. In addition, DRC also received match funding from Harborne Parish Lands Charity to support delivery in the Harborne area of the city, allowing DRC to increase its reach into the wider Birmingham area. With this funding, DRC ran 8 courses supporting 89 people.

Fit for Life
During 2022-2023, DRC continued to receive grant funding from Black Country and West Birmingham Clinical Commissioning Group and various Trusts and Foundations to provide Fit for Life activities across Birmingham and Wolverhampton. During the year, DRC's Fit for Life programme has developed and changed to meet the needs of service users. DRC received additional funding which allowed investment in hand cycle machines which enabled participants to complete regular exercise classes as part of our weekly Fit for Life sessions. DRC continued to provide walking sessions and to run 8-week programmes as well. During these programmes, individuals worked on small achievable goals to help improve their health and well-being, received peer support, and improved their physical health. In Birmingham, 119 disabled and older people were supported and in Wolverhampton, 85 disabled and older people benefited from the programmes and activities on offer including courses, walking groups, virtual seated exercise and spinning sessions. The project was also successful in securing funding to deliver additional activities in Glebe Farm/Tile Cross area of Birmingham as part of the Birmingham Commonwealth Games 2022 celebrations.

Plugged-in

Towards the end of the financial year, DRC received grant funding from the National Lottery Community Fund Reaching Communities Programme to launch a new 3-year Plugged-In Project. The project provides IT support to some of the most vulnerable and digitally excluded people in Birmingham and Solihull, allowing them to connect with their friends and family and become more digitally included. Through the project, DRC also provides specialist benefits advice and offers a triage service for those seeking more generalist advice. As part of this, DRC developed a single point of access where people can receive the advice they need in a timely, more streamlined manner. Together, the advice and gained additional IT skills helps people stay connected digitally within their communities. Over the year, 122 clients have accessed the service and drop in internet café at DRC's centre.

Improving Access to Psychological Therapies (IAPT)

Through a sub-contract with the Living Well Consortium, DRC continued to deliver both high and low intensity IAPT sessions. DRC provided talking therapies and support for disabled people with mild, moderate, and moderate to severe, symptoms of anxiety and/or depression. Through its counselling services the DRC has placed a crucial role in addressing the mental health needs of clients. Counselling provides a safe and supportive environment for individuals to explore their emotions cope with challenges and develop strategies to improve their well-being. DRC has empowered clients to better manage their mental health and lead more fulfilling lives, and we are proud to be part of the journey. Furthermore, the DRC's involvement in the consortium has helped reduce the stigma associated with mental health issues. In many societies, mental health issues are often misunderstood or viewed as taboo. However, by actively participating in the consortium and promoting its counselling services, DRC has played a significant role in raising awareness of mental health and challenging societal stigmas. This has encouraged more individuals to seek help and support when facing mental health challenges, contributing to the overall well-being of the population. During the year, the IAPT service provided interventions to 52 disabled people.

SOCIAL AND LEISURE

Arts & Craft and Other Social Activities

During 2022/2023, DRC continued to receive funding from a number of local grant making trusts and foundations to run its arts and craft sessions and coffee mornings. Throughout the year, DRC provided many sessions where people came together, received peer support, and took part in creative crafting activity. Both activities have delivered sessions once a week with individuals taking part in art activities from crafting, drawing, painting through to clay work, basket making, weaving. Both activities bring disabled people from different backgrounds together and reduce social isolation and loneliness. During the year in response to the cost-of-living crisis, DRC changed its coffee morning to a breakfast club and increased the hours people could access it. This has also been registered as a warm space with Birmingham City Council.

During the year, DRC has supported 1,040 disabled people through its art sessions and coffee morning/breakfast club sessions.

EMPLOYMENT AND SKILLS

Employment Programmes - Opportunities Hub, Positive Pathways, Disability Inclusion Project and PURE

European Social Fund (ESF) match funded DRC's Henry Smith Charity and CareTech Foundation funded Positive Pathways project to fund the wider Disability Inclusion Project. The project allowed disabled people to access pre-employment support such as information advice and guidance, IT skills, money management, financial literacy and basic skills funded through the funding partners. Individuals also accessed DRC's Positive Pathways courses which are an engaging and interactive programme to support and enable disabled people in the West Midlands to move towards employment goals and aspirations. This six-week course gave disabled people the skills, knowledge, and confidence to move towards employment. The courses are very interactive and fun and were developed in partnership with disabled people to give them practical skills and covered the following topics: understanding disability, confidence building, conditions self-management, CV writing, interview skills and understanding employment. As part of this programme, individuals also accessed DRC's Opportunities Hubs which are weekly sessions where people can access drop-in sessions to carry out job search, receive peer support and get specialist support to help them gain their employment training or volunteering aspirations. The team have also connected with existing and new job centres within our area to promote DRC's employment projects which has been reflected in the people signing up onto programmes. During the year, DRC continued to work with other charities and companies to provide job placements so disabled people can build their confidence and experience. This included providing paid placements.

In addition to this, DRC's ESF-funded PURE sub-contract working with BID Services as lead provider has allowed DRC to develop their Positive Pathways project and further work with individuals over the age of 25. In this year, DRC worked with 146 people across all their employment and skills programme.

Kickstart Programme

DRC, working in partnership with the Living Well Consortium and The Colebridge Trust, took part in the Government's Kickstart initiative, a temporary employment programme, providing funding to create new jobs for 16- to 24-year-olds on Universal Credit who are at risk of long-term unemployment. DRC had 1 kickstart placement which ended during the year.

COMMUNITY DEVELOPMENT

Yardley Neighbourhood Network Scheme (YNNS)

In the last 6 months of 2022/2023, Birmingham City Council undertook a recommissioning exercise for the Neighbourhood Network Schemes (NNS) across the city to continue the existing model of delivery to support activities for older adults and to introduce a new model to support activities for younger adults with additional needs. Based on their tender submission, DRC were confirmed as continuing as lead facilitator for NNS Yardley for both the older and younger adults model and this contract commenced on April 1st 2022. This new contract also enabled DRC to initiate 2 new delivery partnerships with BID Services and Oasis Hobmoor as subcontractors for the project.

NNS is a community development project that supports local groups and organisations to continue and/or develop the activities they provide in the community and supports them to develop new activities based on needs identified by local people. This is achieved through the provision of both capacity building support and through the provision of micro and small grants and in YNNS, through the additional support of a qualified fundraiser. YNNS has its own independent steering group comprised of local residents and stakeholders and its own independent grants panel consisting of the same where DRC is a member of both without voting rights to ensure YNNS remains community led.
During the year, YNNS have continued to support local assets by making grants to over 17 local community groups and organisations to support a wide range of activities including a community pantry, dance groups, over 50's yoga, Tai Chi and projects that get people active while improving the local area.

With the Birmingham 2022 Commonwealth Games taking place in the city in August 2022, DRC and YNNS were able to secure additional funding to run activities and events over the summer including sports taster sessions and a community picnic and get together which were attended by hundreds of local people and received very positive feedback from attendees.

Household Support Fund

During 2022/2023, as lead facilitator for YNNS and working with Barnardo's, DRC continued to distribute the Household Support Fund funded by Birmingham City Council. This allowed DRC to reach out to some of the most vulnerable people in Yardley and DRC assisted individuals with applying to the fund for a grant of up to £200 per household. This was very well received within Yardley and the project has helped DRC to reach out to citizens that they may not have otherwise been able to engage with. DRC assisted over 140 people to apply for the household support fund over the year.

COMMERCIAL SERVICES

Disability Awareness Training

DRC has continued its contractual arrangement with Birmingham City Council's Licensing Department to train Private Hire Drivers in disability awareness and safeguarding as part of their licensing requirements. DRC trained 1,223 private Hire drivers during the year. Due to the volume of this service and ongoing demand, DRC will be looking to increase its delivery for 2023/2024.

During the year, DRC also continued providing Access Audits to private companies and other statutory and voluntary sector agencies. This included providing audits for GL Events offices, a contractor involved in the Birmingham 2022 Commonwealth Games who DRC partnered with as part of their tender submission for social value.

Menopause in the Workplace Project

In late November 2022, a partnership led by Birmingham Voluntary Services Council (BVSC), Salus Fatigue Foundation (Salus) and DRC were notified that they had been successful in a joint bid to the Department of Health and Social Care (DHSC) VCSE Health and Well-being Fund to pilot a project to support people experiencing the peri/menopause to remain in, or return to the workforce. This project will see DRC piloting a programme of support for Small to Medium Enterprise (SMEs) employers and employees. This will include developing a co-produced toolkit, policy support, an SME employer pledge, piloting bitesize lunch and learn awareness sessions and training menopause advocates in SMEs. DRC will also provide in work support to employees experiencing peri/menopause to retain them in the workforce.

The first 4 months of this project was spent planning and developing the partnership and consulting with stakeholders as to what the project will deliver over the next 2 years including holding a launch event that was attended by over 40 organisations.

FINANCIAL REVIEW

The financial results of DRC are detailed in the following pages. It is considered that the finances are sound and well established. The principal funding sources have included:

- Birmingham City Council Yardley NNS Lead Facilitator contract
- Birmingham City Council Information, Advice and Guidance physical and associated disabilities contract
- Birmingham City Council Prevention and Communities grant for Safe and Sound project
- The National Lottery Communities Fund for the Plugged-In project
- Energy Redress grant to deliver fuel poverty work
- The Henry Smith Charity to deliver Positive Pathways project
- CareTech Foundation to deliver Positive Pathways project
- Black Country and West Birmingham CCG grant for Fit for Life
- Sub-Contracts with BID Services and Better Pathways to deliver employment and training support under PURE and other European Social Fund Programmes and Living Well Consortium to deliver IAPT

All expenditure of this income is planned to fulfil the objectives and strategies of the charity. During the year ended 31 March 2023 total resources expended were £1,208,424 (2022: £1,085,991) and the surplus of income over expenditure was £5,075 (2022: £59,232).

The total funds carried forward at 31 March 2023 were £679,535 of which £586,007 related to unrestricted funds and £93,528 to restricted funds. From these, the trustees have designated £122,750 unrestricted reserves to meet rising accommodation costs, cost of living increases and salary uplifts

During the 2022/2023 financial year, DRC once again, secured grant funding to support the delivery of some of its charitable activities in the latter part of the year. The application of rules around income recognition (as governed by the Charities Statement of Recommended Practice 2019) have resulted in a position whereby income has been recognised in-year but some or all of the associated costs fall into the subsequent year. This has had the effect of increasing the reported net increase in funds and will have the opposite effect in the following year as the grants are expended.

The principal risks and uncertainties include:

- financial stability resulting from the markets DRC has traditionally operated within being impacted by BREXIT and the associated loss of European Funded Programmes
- staff recruitment caused by current market trends bought about by BREXIT and the Covid-19 pandemic
- increased costs in running its Information, Health and Wellbeing Centre as a result of the cost of living crisis
- multi-year contacts and grants being 'out of step' with current costs as a result of the cost of living crisis

DRC has well developed plans and strategies in place to manage these risks and has allocated an appropriate level of resource to business development; HR and recruitment; and income generation and fundraising activities. DRC has also designated unrestricted funds to support rising cost of living costs.

Investment policy and powers

Aside from retaining a prudent amount in reserves each year most of the charity's funds are to be spent in the short term so there are few funds for long-term investment. Having considered the options available, the trustees have decided to continue to invest the small amount that it has available in a high interest deposit account.

Reserves policy and going concern
The trustees have examined the charity's requirements for reserves in light of the main risks to the organisation. It has established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets held by the charity should be between three and six months running costs. Reserves have been built up over recent years through planned operating surpluses. As of 31 March 2023, the level of unrestricted reserves was £586,007 (2022: £570,540). After making allowance for those unrestricted funds of £21,404 represented by fixed assets, and those represented by designated funds, £122,750, the remaining free reserves of the charity at 31 March 2023 were £441,853 (2022: £561,770) which equates to 4.4 months of operating expenditure at current levels.

The trustees have designated £122,750 unrestricted reserves to meet rising accommodation costs, cost of living increases and salary uplifts of living costs.

Plans for future periods
DRC's immediate plans are to address how the organisation can continue to meet the rising costs associated in running its Information, Health and Wellbeing Centre and continue to deliver its much-needed charitable activities against the backdrop of rising inflation, cost of living increases and multi-year grants and contracts no longer meeting rising costs. The organisation will:

- Look at how existing contracts and grants can be delivered within the available budgets
- Secure additional income to support existing charitable activities
- Continue to research and develop its commercial service offering where profits can be reinvested into the charity and its activities.

Impact of COVID-19
The impact of Covid-19 continued over 2022/2023 with all of our activities and services opening back up to include face to face delivery with restrictions having been lifted. As DRC moved into the recovery phase of re-connecting disabled to their community, DRC were grateful for the support of the Social Enterprise Support Fund who granted DRC £28,600 for infrastructure and development work to ensure our resilience going forward.

Volunteer involvement
DRC would like to reflect the contributions made to the charity by its volunteers, members, friends, advisors and of course Charity Trustees, the help of whom contributes greatly to enhance the work of the organisation and to whom we are most grateful. Whilst volunteering opportunities continued to be impacted by Covid-19 and having to rebuild our volunteer base from this, this financial year, DRC still benefitted from 10 volunteers giving their time to support service delivery over this year. Over the next financial year DRC expects their volunteer base to return to pre-pandemic levels.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

DRC is a charitable company limited by guarantee, incorporated on 11 February 1992 and registered as a charity on 7 March 1994. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association and the policies made from time to time by the trustees. In the event of the company being wound up, members are required to contribute an amount not exceeding £1. Membership is open to disabled people and non-disabled people.

Appointment of Trustees

The directors of the company are also charity trustees for the purposes of charity law and under the company's Articles are known as members of the Management Committee. Under the requirements of the Memorandum and Articles of Association, the members of the Management Committee are elected to serve for a period of three years after which they must be re-elected at the next Annual General Meeting.

David Lloyd will retire by rotation at the next Annual General Meeting and, being eligible, offer himself for re-election.

The nature of the charity's work is to provide information, advice and support services to disabled people, their families and carers living primarily in Birmingham, Solihull and the Black Country. The Management Committee seeks to ensure that the needs of this group are appropriately reflected through the diversity of the trustee body. The more traditional business skills are also represented on the Board of Trustees.

All members of the Management Committee are requested to undertake a skills audit to identify their skills and relevant experience (and update it each year). In the event of particular skills being lost due to retirements, individuals with similar skills are identified to offer themselves for election to the Board of Trustees.

Trustee induction and training

All trustees are familiar with the practical work of the charity having been encouraged to take up induction and on-going training including presentations on projects and services, governance training, disability equality training, a tour of DRC's premises and various Business Planning and Away Days.

Trustee induction and training - continued
Additionally, new trustees are invited and encouraged to attend a series of short training sessions to familiarise themselves with the charity and the context within which it operates. These are jointly led by the Chairperson of the Management Committee and the Chief Executive of the charity and cover:

- Governance Training including the obligations of Management Committee members and the main documents which set out the operational framework for the charity including the Memorandum and Articles of Association.
- Financial planning including resourcing and the current financial position as set out in the latest published accounts
- Future plans and objectives, including the DRC's Strategic Business Plan and Service Delivery Plans.

A Trustee Handbook is also available drawing information from the various Charity Commission publications signposted through the Commission's guide "The Essential Trustee" as a follow up to these sessions. This is distributed to all new trustees along with the Memorandum and Articles of Association, Scheme of Delegation, all key policy documents and the latest financial statements.

Organisation
DRC has a Management Committee of up to 11 members who meet bi-monthly and who are responsible for the strategic direction and policy of the charity. At present, the Committee has seven members – five of whom class themselves as disabled or having a limiting long-term health condition – from various professional backgrounds relevant to the work of the charity. The Company Secretary also sits on the Committee but has no voting rights.

A scheme of delegation is in place and day-to-day responsibility for the provision of the services rests with the Chief Executive. The Chief Executive is responsible for ensuring that the charity delivers the services specified and that key performance indicators are met. The Chief Executive also has responsibility for the day-to-day operational management of the organisation, individual supervision of the staff team and also ensuring that the team continue to develop their skills and working practices in line with good practice.

Related parties and co-operation with other organisations
None of the trustees receive remuneration or other benefit from their work with the charity. Any connection between a trustee or senior manager of the charity with a client or supplier must be disclosed to the full Board of Trustees in the same way as any other contractual relationship with a related party. Related party transactions in the current year are described in note 20 to the accounts.

Pay policy for senior staff
The Board of Trustees, together with the senior leadership team, comprise the key management personnel of the charity in charge of directing and operating the organisation on a day-to-day basis. No trustee received remuneration in the year, and details of trustees' expenses and related party transactions are disclosed in notes 11 and 20 to the accounts. The pay of senior staff is usually reviewed annually by the Board of Directors.

Risk management
The trustees have a risk management policy framework which comprises:

- An annual review of the principal risks and uncertainties that the charity faces;
- The establishment of policies, systems, and procedures to mitigate those risks identified in the annual review; and
- The implementation of procedures designed to mitigate or manage any potential impact on the charity should those risks materialise.

This work has identified that financial sustainability is the major financial risk for the charity. Key elements in the management of financial risk are a regular review of available liquid funds to settle debts as they fall due, regular liaison with the bank, and active management of operational debtor and creditor balances to ensure sufficient working capital by the charity.

Attention has also been focussed on non-financial risks arising from operational resilience. The impact of the COVID-19 pandemic has tested business continuity processes and DRC has adapted internally to be able to continue with service delivery given the disruptive events that have taken place. Future focus will apply to ensuring that operational resilience remains a top risk that is reviewed and controls tested to ensure that preparedness is at an acceptable level.

Statement of trustees' responsibilities
The trustees (who are also the directors of the charitable company 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), including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Statement of trustees' responsibilities - continued

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; 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 proper 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

Haines Watts Birmingham LLP were appointed at the Annual General Meeting.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on 2nd October 2023 and signed on its behalf by:

Mr Timothy Philips
Chairperson

Mr David Lloyd
Treasurer

Opinion
We have audited the financial statements of Birmingham Disability Resource Centre (the 'charitable company') for the year ended 31 March 2023 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement 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 (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 incoming resources and application of resources, including its income and expenditure, for the year then ended;
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland'; and
- Have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for 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 auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable 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 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 trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and 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, 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.

Opinion 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 Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The Report of the Trustees has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

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 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 require for our audit; or
- the trustees were not entitled to take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

Responsibilities of trustees

As explained more fully in the Statement of Trustees Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, 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.

Our 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 a Report of the Independent Auditors 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 the 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:

We obtained an understanding of the legal and regulatory framework applicable to both the charitable company itself and the sector in which it operates. We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our sector experience and through discussion with the trustees and other management. The most significant were identified as the Companies Act 2006, the Charities Act 2011 and the Charities SORP (FRS102).

We considered the extent of compliance with those laws and regulations as part of our procedures on the related financial statements. Our audit procedures included:

- making enquires of management as to where they consider there to be a susceptibility to fraud and whether they have any knowledge or suspicion of fraud
- obtaining an understanding of the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations;
- assessing the design effectiveness of the controls in place to prevent and detect fraud;
- assessing the risk of management override including identifying and testing journal entries;
- challenging the assumptions and judgements made by management in its significant accounting estimates.

Whilst our audit did not identify any significant matters relating to the detection of irregularities including fraud, and despite the audit being planned and conducted in accordance with ISAs (UK), there remains an unavoidable risk that material misstatements in the financial statements may not be detected owing to inherent limitations of the audit, and that by their very nature, any such instances of fraud or irregularity would likely involve collusion, forgery, intentional misrepresentations, or the override of internal controls.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

Use of 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 so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Nichola Venables (Senior Statutory Auditor)
for and on behalf of Haines Watts Birmingham LLP
5-6 Greenfield Crescent
Edgbaston
Birmingham
B15 3BE

9th October 2023

BIRMINGHAM DISABILITY RESOURCE CENTRE
(Company Limited by Guarantee)

Statement of Financial Activities
for the Year Ended 31 March 2023

	Note	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
Income from:					
Donations and legacies	3	**36,710**	**-**	**36,710**	32,092
Income from charitable activities	4	**235,892**	**852,074**	**1,087,966**	1,056,501
Income from trading activities	5	**88,314**	**-**	**88,314**	56,603
Investment income	6	**509**	**-**	**509**	27
Total income		**361,425**	**852,074**	**1,213,499**	1,145,223
Expenditure on:					
Costs of raising funds	7	**77,315**	**-**	**77,315**	55,075
Charitable activities	8	**268,543**	**862,566**	**1,131,109**	1,030,916
Total expenditure		**345,858**	**862,566**	**1,208,424**	1,085,991
Net (expenditure)/ income before transfers		**15,567**	**(10,492)**	**5,075**	59,232
Gross transfers between funds	20	**-**	**-**	**-**	-
Net movement in funds		**15,567**	**(10,492)**	**5,075**	59,232
Reconciliation of funds					
Total funds brought forward		**570,440**	**104,020**	**674,460**	615,228
Total funds carried forward	20	**586,007**	**93,528**	**679,535**	674,460

All of the charity's activities derive from continuing operations during the above two financial periods.

The notes on pages 25 to 35 form part of these financial statements.

BIRMINGHAM DISABILITY RESOURCE CENTRE
(Company Limited by Guarantee)

Statement of Financial Position
as at 31 March 2023

	Note	2023 £	2023 £	2022 £	2022 £
Fixed assets					
Tangible fixed assets	13		**13,882**		8,670
Intangible fixed assets	14		**7,522**		
			21,404		8,670
Current assets					
Debtors	15	**218,767**		269,183	
Cash at bank and in hand		**761,121**		583,632	
		979,888		852,815	
Creditors: amounts falling due within one year	16	**(321,757)**		(187,025)	
Net current assets			**658,131**		665,790
Creditors: amounts falling due after more than one year			**-**		-
Net assets			**679,535**		674,460
Funds of the charity:					
Restricted funds	21		**93,528**		104,020
Unrestricted funds					
General	21		**463,257**		570,440
Designated	21		**122,750**		-
			679,535		674,460

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

The financial statements were approved by the board of trustees on 2nd October 2023 and were signed on its behalf by:

Mr Timothy Philips
Chairperson

Mr David Lloyd
Treasurer

Company registered number: 2897250

The notes on pages 25 to 35 form part of these financial statements.

BIRMINGHAM DISABILITY RESOURCE CENTRE
(Company Limited by Guarantee)

Cash Flow Statement
for the Year Ended 31 March 2023

	2023	2022
	£	£
Net cash inflow/(outflow) from operating activities	**195,827**	(70,763)
Cash flow from investing activities		
Payments to acquire tangible fixed assets	**(9,997)**	(9,258)
Payments to acquire intangible fixed assets	**(8,850)**	-
Interest received	**509**	27
Net cash (outflow) from investing activities	**(18,338)**	(9,231)
Cash flow from financing activities		
Loan repayments	**-**	-
Net cash outflow from financing activities	**-**	-
Net increase/(decrease) in cash and cash equivalents	**177,489**	(79,994)
Cash and cash equivalents at start of year	**583,632**	663,626
Cash and cash equivalents at end of year	**761,121**	583,632

Notes to cash flow statement:
Reconciliation of net income/(expenditure) to net cash flow from operating activities

	2023	2022
	£	£
Net income for the year	**5,075**	59,232
Interest receivable	**(509)**	(27)
Depreciation	**4,785**	2,728
Amortisation	**1,328**	-
Decrease/ (increase) in debtors	**50,416**	(56,278)
Increase/ (decrease) in creditors	**134,732**	(76,418)
Net cash inflow/(outflow) from operating activities	**195,827**	(70,763)

Analysis of changes in net funds	**At 1/4/22**	**Cash flow**	**At 31/3/23**
	£	£	£
Net cash			
Cash at bank	583,632	177,489	761,121
Total	**583,632**	**177,489**	**761,121**

The notes on pages 25 to 35 form part of these financial statements.

1 Accounting policies

The accounting policies adopted in the preparation of these accounts are:

Basis of accounting
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: 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 (FRS 102) (effective 1 January 2019)', the Charities Act 2011 and the Companies Act 2006. The financial statements have been prepared under the historical cost convention. The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

Going concern
The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for a period of 12 months from the date of authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

Income recognition
All incoming resources are included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

Grants receivable
Government and other grants are included in the Statement of Financial Activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the balance sheet. Where income is received in advance of entitlement of receipt its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Donations
Donations are recognised on a receivable basis where there is certainty of receipt and the amount can be reliably measured. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

Donated services
Donated facilities and donated professional services are recognised in income at their fair value when their economic benefit is probable, it can be measured reliably and the charity has control over the item. Fair value is determined on the basis of the value of the gift to the charity. For example the amount the charity would be willing to pay in the open market for such facilities and services. A corresponding amount is recognised in expenditure.

1 Accounting policies (continued)

Gifts in kind
Fixed asset gifts in kind are recognised when receivable and are included at fair value. They are not deferred over the life of the asset.

Interest receivable
Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

Other income
Other income, including the hire of facilities, is recognised in the period it is receivable and to the extent the goods have been provided or on completion of the service.

Volunteer time
No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102). Further detail is given in the Trustees' Annual Report.

Expenditure recognition
All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

Costs of generating funds
These are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

Charitable activities
These are costs incurred in activities undertaken to further the purposes of the charity and their associated support costs.

Governance costs
These include the costs attributable to the trust's compliance with constitutional and statutory requirements, including audit, strategic management and trustees' meetings and reimbursed expenses.

Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

Fund accounting
Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the trust's work or for specific artistic projects being undertaken by the trust.

1 Accounting policies (continued)

Allocation of support costs
Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs and administrative payroll costs. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 9.

Tangible fixed assets
Tangible fixed assets are stated at cost (or deemed cost) or valuation less accumulated depreciation and accumulated impairment losses. Cost included costs directly attributable to making the asset capable of operating as intended.

Tangible fixed assets with a cost greater than £1,000 and with an expected useful economic life of more than one year are capitalised.

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost, less estimate residual value, of each asset on a systematic basis over its expected useful life as follows:

Leasehold improvements	- between 15% and 50% per annum on a straight line basis
Plant and furniture	- 20% per annum on a straight line basis
Computer equipment	- 20% and 33% per annum on a straight line basis

Intangible assets
Intangible assets are initially measured at cost. After initial recognition, intangible assets are measured at cost less any accumulated amortisation and any accumulated impairment losses over the useful life of 5 years.

Fixed asset investments
Fixed asset investments are stated at cost less provision for any permanent diminution in value.

Pension benefits
The charity operates a defined contribution plan for the benefit of its employees. Contributions are expensed as they become payable.

Operating lease rentals
Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged against income on a straight line basis over the period of the lease.

Taxation
The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

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

Creditors
Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount to settle the obligation can be measured or estimated reliably. These are normally recognised at their settlement amount after allowing for any trade discounts due.

1 Accounting policies (continued)

Volunteers

We would like to reflect within the notes to these financial accounts the immense contributions made to the association by our volunteers, helpful members, friends, advisors, patrons and of course our committee members, the help of whom contributes greatly to enhance the work of the association and to whom we are most grateful. We benefitted for example from over 580 hours (2022: 832) which if valued at the ASHE median wage rate for Birmingham would equate to £7,499 (2022: £9,909).

Critical accounting estimates and areas of judgement

There are no key assumptions concerning the future and other key sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next financial year.

2 Prior year Statement of Financial Activities (year ended 31 March 2022)

	Unrestricted funds	Restricted funds	Total 2022
	£	£	£
Income from:			
Donations and legacies	**32,092**	**-**	**32,092**
Income from charitable activities	**452,732**	**603,769**	**1,056,501**
Income from trading activities	**56,603**	**-**	**56,603**
Investment income	**27**	**-**	**27**
Total income	**541,454**	**603,769**	**1,145,223**
Expenditure on:			
Costs of raising funds	**55,075**	**-**	**55,075**
Charitable activities	**351,036**	**679,880**	**1,030,916**
Other	**-**	**-**	**-**
Total expenditure	**406,111**	**679,880**	**1,085,991**
Net income/(expenditure) before transfers	**135,343**	**(76,111)**	**59,232**
Gross transfers between funds	**-**	**-**	**-**
Net movement in funds	**135,343**	**(76,111)**	**59,232**
Reconciliation of funds			
Total funds brought forward	**435,097**	**180,131**	**615,228**
Total funds carried forward	**570,440**	**104,020**	**674,460**

3 Donations and legacies

	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
Gifts and donations	**36,710**	**-**	**36,710**	32,092
	36,710	**-**	**36,710**	32,092

4 Income from charitable activities

	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
Disability services				
Grant income	**235,892**	**852,074**	**1,087,966**	1,056,501
	235,892	**852,074**	**1,087,966**	1,056,501
Fit for life	**-**	**55,233**	**55,233**	74,633
Positive Pathways	**-**	**90,902**	**90,902**	127,100
Health & Wellbeing and Arconic Support Access Grant	**-**	**13,411**	**13,411**	26,829
Energy Efficiency Projects	**-**	**85,258**	**85,258**	101,938
IAG General Projects	**-**	**143,183**	**143,183**	99,886
Information & Advice (HDP)	**-**	**216,542**	**216,542**	
BCC - National Neighbourhood Scheme	**222,762**	**102,243**	**325,005**	247,982
ESF Employability & Training	**-**	**50,043**	**50,043**	22,048
Digital & Skills Projects	**-**	**-**	**-**	21,467
Safe & Sound	**-**	**75,592**	**75,592**	62,222
IAG Physical & Associated Disabilities	**-**	**-**	**-**	161,277
Counselling Projects	**13,130**	**-**	**13,130**	12,895
Voice of disabled	**-**	**325**	**325**	-
Womens Health Reproduction	**-**	**19,342**	**19,342**	-
Other income from charitable activities	**-**	**-**	**-**	98,224
	235,892	**852,074**	**1,087,966**	1,056,501

5 Income from trading activities

	Unrestricted funds	Restricted funds	Total 2023	Total 2022
	£	£	£	£
Commercial activities	**88,314**	**-**	**88,314**	56,603
	88,314	**-**	**88,314**	56,603

6 Investment income

	Unrestricted funds	Restricted funds	Total 2023	Total 2022
	£	£	£	£
Deposit account interest	**509**	**-**	**509**	27

7 Costs of raising funds

	Unrestricted funds	Restricted funds	Total 2023	Total 2022
	£	£	£	£
Staff costs	**77,315**	**-**	**77,315**	55,075
	77,315	**-**	**77,315**	55,075

8 Expenditure on charitable activities -

Disability services	Unrestricted funds	Restricted funds	Total 2023	Total 2022
	£	£	£	£
Operational and support costs				
Staff costs	**157,987**	**307,333**	**465,320**	396,498
Project costs	**-**	**145,586**	**145,586**	147,374
Motor and travel	**-**	**4,124**	**4,124**	926
Premises costs	**28,624**	**80,712**	**109,336**	79,227
Promotion and marketing	**-**	**1,318**	**1,318**	937
Depreciation	**-**	**4,785**	**4,785**	2,729
Amortisation	**-**	**1,328**	**1,328**	-
Supports costs (See note 9)	**81,932**	**300,115**	**382,047**	391,905
Governance costs (See note 9)	**-**	**17,265**	**17,265**	11,320
	268,543	**862,566**	**1,131,109**	1,030,916

9 Analysis of support and governance costs

	Basis of allocation	General support	Governance function	Total 2023	Total 2022
		£	£	£	£
Administrative staff	Staff time	**214,807**	-	**214,807**	263,501
Training and recruitment	Staff time	**22,228**	-	**22,228**	36,239
Information technology	Usage	**30,539**	-	**30,539**	26,401
Insurance	Usage	**11,878**	-	**11,878**	18,551
General office costs	Usage	**43,648**	-	**43,648**	27,879
Audit fees	Governance	**-**	**10,250**	**10,250**	8,500
Accountancy services	Governance	**-**	**7,015**	**7,015**	2,820
Legal and other professional	Usage	**58,045**	**-**	**58,045**	18,975
Bank charges	Usage	**902**	-	**902**	359
		382,047	**17,265**	**399,312**	403,225

10 Net income/(expenditure) for the year

	2023	2022
Net income/(expenditure) is stated after charging:	£	£
Operating lease charges - premises	**82,467**	50,965
Operating leases charges - other	**12,812**	13,623
Depreciation of tangible fixed assets	**4,785**	2,729
Amortisation of intangible fixed assets	**1,328**	-
Auditors fees - audit	**10,250**	8,500
Auditors fees - other services	**7,015**	2,820

11 Trustee and key management personnel remuneration and expenses

The trustees neither received nor waived any remuneration during the year ended 31 March 2023 (2022: £Nil). No trustees were reimbursed expenses during the year ended 31 March 2023 (2022 - £Nil).

The Charity considers its key management personnel comprise the Chief Executive Officer and the Head of Operations. The total amount of employee benefits received by key management personnel was £124,622 (2022 - £114,320).

12 Staff costs

	2023	2022
	£	£
Gross salaries	**686,043**	658,566
National Insurance	**56,213**	44,730
Pension costs	**15,186**	11,778
Total	**757,442**	715,074

12 Staff costs (continued)

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2023	2022
£60,001 - £70,000	**1**	1

The average number of employees during the year was as follows:

	2023 No.	2023 FTE	2022 No.	2022 FTE
Executive management	**9**	**7**	6	4
General information service	**11**	**9**	10	8
Employment and training service	**5**	**4**	14	10
Business services, administration and support	**5**	**2**	6	3
	30	**22**	36	25

13 Tangible fixed assets

	Leasehold improvements £	Plant and furniture £	Computer equipment £	Total £
Cost				
As at 1 April 2022	**69,997**	**23,828**	**27,015**	**120,840**
Additions	**-**	**-**	**9,997**	**9,997**
Disposals	-	-	-	-
As at 31 March 2023	**69,997**	**23,828**	**37,012**	**130,837**
Depreciation				
As at 1 April 2022	**69,997**	**23,278**	**18,895**	**112,170**
Charge for the period	**-**	**114**	**4,671**	**4,785**
Released on disposal	-	-	-	-
As at 31 March 2023	**69,997**	**23,392**	**23,566**	**116,955**
Net book value				
As at 31 March 2023	**-**	**436**	**13,446**	**13,882**
As at 1 April 2022	-	550	8,120	8,670

14 Intangible fixed assets

	Computer software	Total
	£	£
Cost		
As at 1 April 2022	-	-
Additions	**8,850**	**8,850**
As at 31 March 2023	**8,850**	**8,850**
Amortisation		
As at 1 April 2022	-	-
Charge for the period	**1,328**	**1,328**
As at 31 March 2023	**1,328**	**1,328**
Net book value		
As at 31 March 2023	**7,522**	**7,522**
As at 1 April 2022	-	-

15 Debtors

	2023	2022
	£	£
Debtors from operations	**98,322**	109,881
Prepayments and accrued income	**120,445**	159,302
	218,767	269,183

16 Creditors: amounts falling due within one year

	2023	2022
	£	£
Creditors from operations	**58,245**	59,040
Taxation and social security	**11,891**	12,015
Accruals and deferred income	**251,621**	115,970
	321,757	187,025

	2023	2022
Deferred income included above comprised:	£	£
Deferred income b/f	**54,788**	56,674
Resources deferred in the year	**168,752**	54,788
Amounts released from previous years	**(54,788)**	(56,674)
Deferred income c/f	**168,752**	54,788

At the balance sheet date the charity was holding funds received in advance for services due to be delivered after the year end and for which entitlement to the income is not received until the service is delivered.

17 Commitments under operating leases

At the year end the charity was committed to making the following total future minimum operating lease payments under non-cancellable operating lease contracts:

	Land and buildings		Other	
	2023	2022	2023	2022
	£	£	£	£
Within one year	**54,788**	52,961	**8,736**	8,736
Within two to five years inclusive	**-**	54,788	**17,472**	26,208
In over five years	**-**	-	**-**	-
	54,788	107,749	**26,208**	34,944

18 Capital commitments

There were no capital commitments at either 31 March 2023 or 31 March 2022.

19 Contingent liabilities

There were no contingent liabilities at either 31 March 2023 or 31 March 2022.

20 Related party transactions

There were no related party transactions during the current and previous period.

21 Analysis of funds

	Opening balance	Income	Expenditure	Transfers	Closing balance
	£	£	£	£	£
Restricted funds					
Fit for life	**5,972**	**55,233**	**(56,498)**	**-**	**4,707**
Positive Pathways	**24,500**	**90,902**	**(98,670)**	**-**	**16,732**
Health & Wellbeing and Arconic Support A	**11,862**	**13,411**	**(13,396)**	**-**	**11,877**
Energy Efficiency Projects	**-**	**85,258**	**(85,258)**	**-**	**-**
IAG General Projects	**38,339**	**143,183**	**(149,000)**	**-**	**32,522**
Information & Advice (HDP)	**-**	**216,542**	**(190,863)**	**-**	**25,679**
BCC - National Neighbourhood Scheme	**11,500**	**102,243**	**(113,743)**	**-**	**-**
ESF Employability & Training	**-**	**50,043**	**(50,043)**	**-**	**-**
Digital & Skills Projects	**7,445**	**-**	**(7,445)**	**-**	**-**
Safe & Sound	**1,069**	**75,592**	**(76,661)**	**-**	**-**
Other income	**3,333**	**-**	**(3,333)**	**-**	**-**
Voice of disabled	**-**	**325**	**(231)**	**-**	**94**
Womens Health Reproduction	**-**	**19,342**	**(17,425)**		**1,917**
	104,020	**852,074**	**(862,566)**	**-**	**93,528**
Unrestricted funds					
General fund	**570,440**	**361,425**	**(345,858)**	**(122,750)**	**463,257**
Designated funds	**-**	**-**	**-**	**122,750**	**122,750**
	570,440	**361,425**	**(345,858)**	**-**	**586,007**
Total funds	**674,460**	**1,213,499**	**(1,208,424)**	**-**	**679,535**

21 Analysis of funds (continued)

Restricted general fund
Money given to the charity where the donor requires that a grant or donation be spent for a specific project.

Unrestricted general fund
The free reserves of the charity which are not designated for particular purposes.

Designated fund
Unrestricted income for which the trustees have designated a particular purpose. See trustees rpeort for detail.

22 Analysis of net assets between funds

Fund balances as at 31 March 2023 are represented by:

	Unrestricted funds	Restricted funds	Total funds
	£	£	£
Fixed assets	**21,404**	**-**	**21,404**
Current assets	**801,187**	**178,701**	**979,888**
Current liabilities	**(236,584)**	**(85,173)**	**(321,757)**
Balance as at 31 March 2023	**586,007**	**93,528**	**679,535**

23 Company limited by guarantee

The company is a charitable company limited by guarantee and not having a share capital. The guarantee of the members is limited to a contribution of £1 each in the event of the company being wound up whilst that person is a member or within one year of ceasing to be a member.

BIRMINGHAM DISABILITY RESOURCE CENTRE

England & Wales - Charity number 1034581

Accounts



BIRMINGHAM DISABILITY RESOURCE CENTRE

AMENDED
Report of the Trustees and
Financial Statements
for the Year Ended 31 March 2022

REGISTERED COMPANY NUMBER: 2897250 (England and Wales)
REGISTERED CHARITY NUMBER: 1034581

BIRMINGHAM DISABILITY RESOURCE CENTRE

Reference and Administrative Details
for the Year Ended 31 March 2022

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BIRMINGHAM DISABILITY RESOURCE CENTRE

Reference and Administrative Details
for the Year Ended 31 March 2022

Chairperson	Mr Timothy Philips
Trustees	Mr Stephen Anjum (to 10 May 2022) Mr Andrew Beaton Mr Paul Bryce Mrs Deborah Phillips (from 27 July 2021) Ms Brigid Lawlor Mr David Lloyd Mr John Roberts (to 11 May 2021)
Company secretary	Ms Louise Mckiernan ACIS, PG Dip (Prof Admin)
Key management personnel	
Chief Executive	Ms Louise Mckiernan
Head of Finance	Mr Desmond Thomas
Head of Fundraising	Mr Steven Moralee
Head of Operations	Mrs Emma Costanza
Registered office	Unit 18 ACE Business Park Mackadown Lane Kitts Green Birmingham B33 0LD
Registered company number	2897250
Registered charity number	1034581
Auditors	Haines Watts Birmingham LLP 5-6 Greenfield Crescent Edgbaston Birmingham B15 3BE
Bankers	Lloyds Bank PLC 36-38 New Street Birmingham B2 4LP
Solicitors	Anthony Collins Solicitors 134 Edmund Street Birmingham B3 2ES

BIRMINGHAM DISABILITY RESOURCE CENTRE

Chairperson's Report
for the Year Ended 31 March 2022

I would like to take this opportunity to introduce you to the Birmingham Disability Resource Centre's (DRC) Annual Report and Accounts and to outline some of the highlights from the 2021/2022 financial year.

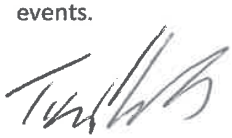
The past year has continued to be challenging because of the Pandemic and the various relaxations and reintroductions of Government restrictions experienced during the year which has impacted on both service delivery and indeed the workforce. As a Disabled People's User Led organisation, DRC has faced additional challenges in keeping both its staff and service users as safe as possible given that many were classed as being high risk to the impact of virus.

All of DRC's services and activities continued to be delivered remotely by telephone, email and virtually during the year with some beginning to re-open for face-to-face provision in the latter part of the financial year as the UK began to emerge from the lifted restrictions. This included time-bound Covid-19 response and support activities as well as core information and advice services.

DRC has adopted robust Covid 19 management arrangements including writing and re-writing policies, procedures and risk assessments in response to changing Government advice. The organisation has continued to work closely with its funders and commissioners on service delivery; the re-opening of its Information Health and Wellbeing Centre; and the recommencement of face-to-face delivery at various community-based locations. It has also continued to work closely with its staff team providing them with health and wellbeing support as well as opportunities for flexible and hybrid working, subject to service delivery requirements being met.

I would like to take this opportunity to thank DRC's staff team for their support and commitment during the Pandemic. I would also like to thank the Chief Executive, Senior Leadership Team and fellow Board Trustees for their strong leadership despite the personal challenges some faced during this time.

The work undertaken over the past 12 months not only in response to the Pandemic but also through the development of closer working relationships with funders and commissioners; improved business continuity arrangements; and restructuring of various back-office functions, has helped to reduce potential risk and ensure DRC continues to be adaptive and responsive to key market and global events.



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Mr Timothy Phillips
Chairperson

Trustees of the charity
The trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the amended financial statements of the charity for the Year Ended 31 March 2022. These replace the original accounts previously filed at Companies House for the year ended 31 March 2022, and are now the statutory accounts and have been prepared as they were at the date of the original accounts.

The trustees have adopted the provisions of Accounting and Reporting by Charities: 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 (FRS 102) (effective 1 January 2019).

The trustees who served throughout the year and up to the date of this report are named on page 1.

OUR PURPOSES AND ACTIVITIES

The charity's objects and principal activities are defined by its constitution as follows:

"To promote for the public benefit the relief of people whose impairment or the nature of their condition subjects them to physical, mental, learning or sensory disability by the provision of facilities and services known as Birmingham Disability Resource Centre through which disabled people may realise their full potential as individuals and as members of society, irrespective of the nature of their impairment or condition, disability, gender, sexual orientation, nationality, race, religious belief, status as a married person or civil partnership, pregnancy, spent convictions or other conditions not justified in law."

This is achieved through its mission:
To empower disabled people and those with long term health conditions to take control of their own lives and to actively seek out opportunities to achieve their full potential as individuals in mainstream society by building a sustainable business.

And through its vision:
In three years' time, the charity will be:

- a leading authority on disability issues at national, regional and local levels;
- providing a range of high-quality person-centred products and services which meet the needs of disabled people and their support networks;
- providing a range of innovative disability solutions to individual, community and societal issues for Central Government, public bodies and the private sector;
- achieving all that we do by engaging and investing in the best people who share in our vision.

In shaping the objectives for the year and planning its activities, the trustees have considered the Charity Commission's guidance on public benefit, including the guidance 'public benefit: running a charity (PB2)'.

Putting these strategies into action, the organisation operates the following key areas of charitable activity:

- Ensuring the voice and lived experience of disabled people are taken into account by those in positions of influence.
- Information, advice and advocacy services to enable disabled people and those with limiting long term health conditions to make informed choices and decisions and exercise their rights.
- Personal and life skills development to enable them to build confidence and learn the skills required to do things for themselves and to live independently and safely.
- Health and wellbeing services to promote healthy living and lifestyle choices and to enable them to build resilience and better manage their own health condition or impairment.
- Social and leisure activities to help improve social skills and combat social isolation.
- Employment, training and volunteering to support them towards economic participation and sustainable employment.
- Community development support for older adults and families in the Yardley Constituency of Birmingham working with Birmingham City Council and partner agencies on the development and delivery of the Neighbourhood Network Scheme (NNS) Social Work Model.

The charity also operates commercial activities which are chargeable at the point of access including disability equality training and access audit work for employers and businesses. However, this has been adversely impacted by the COVID-19 pandemic during 2021-2022.

Our approach to fundraising
In order to carry out its activities, the trustees have considered The Charities (Protection and Social Investment) Act 2016. The charity complies with the Code of Fundraising Practice.

The majority of the charity's fundraising activity is derived from grant funding and contract opportunities via grant making trusts, public agencies and prime contractors. It does not carry out either directly or through other professional agencies, direct marketing or face-to-face approaches to individuals, vulnerable or otherwise.

ACHIEVEMENTS AND PERFORMANCE

VOICE AND REPRESENTATION

During 2021/2022, DRC has continued to be involved in national work through the Disabled Peoples Organisation (DPO) movement. DRC has continued to represent the East and West Midlands on the England-wide DPO Forum to ensure a national response to policies and decisions that impact the lives of disabled people is provided to decision makers from organisations led by disabled people. As part of this, DRC held 2 focus groups for the East and West Midlands to inform and evidence the Shadow Report on the UN Convention on the Rights of Disabled People.

We also continued the work started in 2020/2021 as the lead DPO for the East and West Midlands regions in distributing National Emergencies Trust (NET) funding to other local DPOs. Work in this financial year has included supporting funded DPOs with their monitoring and end of grant reports and ensuring these were submitted in line with NET grant agreements.

INFORMATION, ADVICE AND GUIDANCE

Information and Advice - Physical and Associated Disabilities
DRC continued to deliver against its contract with Birmingham City Council to provide information and advice to disabled people living in Birmingham. Assisting people with newly acquired physical disabilities and/or deteriorating conditions, the service was vital in assisting people in a time of need during COVID-19. The service supported people to access additional services and provided welfare advice and guidance which made a significant positive impact to some of the most vulnerable people in Birmingham who, especially during the pandemic, were facing additional access barriers.

DRC's service provided both light touch advice, linked in with other holistic services and took on complex and extensive benefit cases. The service provided a platform for disabled people to continue to access those services that continued to be available during the pandemic. The service also helped to make sure that individuals could better navigate social and health care systems.
Throughout the year DRC saw an increase in the number of people accessing the service. The demand for welfare support throughout the pandemic significantly increased. People's conditions deteriorated, and people were diagnosed with new conditions with limited access to services. During this financial year, the service received 1,193 referrals and 948 people received 1:1 advice and support.

Solihull Specialist Disability Advice Service
DRC continued to work with its partner Age UK Solihull to deliver a Specialist Disability Advice Service in Solihull as part of the Solihull Metropolitan Borough Council Commissioned Community Advice Hubs service. This additional funding has enabled DRC to expand its reach and increase its presence in the Solihull area.
This demand led service provided both debt and benefits advice to disabled and vulnerable people. The service employs a full-time specialist adviser who works out of an outreach location through Age UK Solihull.

Carers Service
During the year, DRC continued to receive funding from Birmingham Forward Carers to deliver services for carers across Birmingham. The Forward Carers contract is contracted by Birmingham City Council for the carer's hub provision.

DRC continued to support carers in a time of need where caring responsibilities had increased as other services remained closed or were reduced as a result of the pandemic. DRC received additional funding to help carers apply for carers assessments and gain access to welfare advice for both themselves as a carer and for those they cared for.

Vitally, DRC was able to continue to support self-referrals and external referrals from social workers, The Stroke Association, Home Start, and Birmingham City Council to name a few.

Barriers and issues were addressed in several innovative ways to ensure service delivery continued to be person-centred and satisfy Covid-19 risk assessments and guidelines. In house services such as fuel/energy advice, benefit/IAG, counselling befriending, and collaborative partnerships with external agencies and community assets such as: Birmingham Mind, Mencap, Early Help, Birmingham Settlement, Oasis Food Pantry and Age UK were used to support carers.

DRC completed 39 carers assessments, 29 registrations and supported 31 people with complex benefit issues during the year.

HELP! for Disabled People Programme
DRC originally received funding for its HELP! For Disabled People Project (H4DP) in 2017 to run a five-year programme funded by the former Big Lottery Fund Reaching Communities grant programme (now called the National Lottery Community Fund). For the duration of the programme, DRC was required to match fund some project running costs together with the post of Case Worker (30 hours per week) which was not covered by the grant. The match funding element was secured from other sources of income including, but not limited to, the former Independent Living Service funded by Birmingham City Council.

During the year, the H4DP grant was extended which enabled DRC to continue to deliver the project through the pandemic. H4DP provided support to disabled adults living in Birmingham and Solihull who needed timely and accessible assistance in managing and dealing with significant crisis issues that they faced in their daily lives. This funding enabled DRC to increase its reach and strengthen its information, advice and guidance provision during this critical time. Between April 2021 and August 2021, 627 people received information, advice, and guidance through the project extension.

Specialist Enablement Service
DRC continued its partnership arrangement with BID services, who are the lead contract holder on the Specialist Enablement (Supporting People) service commissioned by Birmingham City Council. This service has allowed DRC to continue to support disabled people through early intervention.
The service allows vulnerable people to make a contribution in their local communities, stay safe, live independently, improve their health and wellbeing and enhance their quality of life. During the year, the service supported 165 people and provided 1,344 hours' worth of specialist advice.

Energy Redress
DRC continued to receive funding from the National Energy Trust through the Energy Redress Scheme to deliver its Warm, Safe and Sound project. With the developing cost of living and energy situation in 2021/2022, this project has been able to support disabled people and their families experiencing extreme examples of fuel poverty. The funding has allowed the team to develop online services, media platforms and peer support networks to share knowledge and information regarding energy advice within local communities.

DRC has trained energy champions in external organisations and provided peer to peer support to these individuals so they, in turn, can best support their service users. DRC has also supported many individuals and households to ensure they are better equipped in dealing with energy bills, energy usage and energy disputes, making sure that they have the right information they need to make informed choices and decisions about their current energy bills. The project team have worked with energy providers to write off current debt and negotiate new payment plans on service users' behalf. Through the Energy Redress funding, DRC has supported 868 disabled people with one-to-one advice, 1,819 households and 16,084 people to access online information and training.

PERSONAL SKILLS DEVELOPMENT

Safe and Sound

Safe and Sound provides participants with the skills, tools and confidence to manage their health conditions, improve their peer support and build confidence and resilience, thus reducing the need for further specialist support interventions. DRC continued to deliver Safe and Sound workshops and training courses online and as COVID-19 restrictions eased, face to face training reconvened and support was provided from community locations once again.

During the year, DRC received a 12-month grant extension from Birmingham City Council to continue to deliver Safe and Sound courses. In addition, DRC also received match funding from Harborne Parish Lands Charity to support this delivery, allowing DRC to increase its reach into the wider Birmingham area. With this funding, DRC ran 8 courses supporting 89 service users.

Fit for Life

During 2021-2022, DRC continued to receive grant funding from Black Country and West Birmingham Clinical Commissioning Group and various Trusts and Foundations to provide Fit for Life activities across Birmingham and Wolverhampton. During the year, DRC's Fit for Life programme has developed and changed to meet the needs of service users. DRC received additional funding which allowed investment in hand cycle machines which enabled participants to complete regular exercise classes as part of our weekly Fit for Life sessions. DRC continued to provide walking sessions and to run 8-week programmes as well. During these programmes, individuals worked on small achievable goals to help improve their health and well-being, received peer support, and improved their physical health. In Birmingham, 126 disabled and older people were supported and in Wolverhampton, 24 disabled and older people benefited from the programmes and activities on offer including weekly welfare calls and virtual seated exercise and spinning sessions.

IT Courses and Digital Inclusion

During the year, DRC continued to provide Learn My Way courses until 21 September 2021 and ran a Capita Digital Inclusion pilot project until 31 December 2021 (both funded by The Good Things Foundation). These projects enabled individuals to complete online training courses which increased their confidence in using digital devices and developed their IT skills. In this year, DRC was able to work with 151 people.

DRC received additional funding from Arconic Foundation to refurbish its IT suite for service users. This comprised the purchase of 10 new laptops and storage systems which has enabled DRC to provide outreach IT services within communities closer to where people live in addition to its Information Health and Wellbeing Centre. The new computers also provided a safe space for individuals to access the internet from DRC's Centre in Kitts Green.

From 1 March 2021 to 31May 2021, DRC participated in the Census Support project also funded by The Good Things Foundation. DRC were able to support some of the most vulnerable people in the West Midlands to complete their online census forms. Through this, DRC helped 55 people complete their census forms online.

Plugged-In

At the end of the financial year, DRC received grant funding from the National Lottery Community Fund Reaching Communities Programme to launch a new 3-year Plugged-In Project. The project will provide IT support to some of the most vulnerable and digitally excluded people in Birmingham and Solihull, allowing them to connect with their friends and family and become more digitally savvy. Through the project, DRC will also provide specialist benefits advice and offer a triage service for those seeking more generalist advice. As part of this, DRC will develop a single point of access where people can receive the advice they need in a timely, more streamlined manner. Together, the advice and gained additional IT skills will help people stay connected digitally within their communities.

HEALTH AND WELLBEING

Public Health Birmingham

DRC received funding from Public Health Birmingham to increase the range of accessible information for hard to reach and vulnerable groups within the local community. The project extended local and national Public Health COVID-19 information to those with limited digital access through a range of traditional communication methods.

DRC engaged with 4,037 people on social media by sharing COVID-19 related key messages, supported by engaging with 3 volunteer social media Ambassadors. 9,833 twitter impressions were achieved, 300 people received DRC's COVID-19 newsletters and 30 people took part in our COVID-19 related workshops.

Improving Access to Psychological Therapies (IAPT)

Through a sub-contract with the Living Well Consortium, DRC continued to deliver both high and low intensity IAPT sessions. DRC provided talking therapies and support for disabled people with mild, moderate, and moderate to severe, symptoms of anxiety and/or depression. During the year, the IAPT service provided interventions to 61 people.

SOCIAL AND LEISURE

Arts & Craft and Other Social Activities

During 2021/2022, DRC continued to receive funding from a number of local grants making trusts and foundations to run its arts and craft sessions and coffee mornings. Throughout the year, DRC provided many online sessions where people came together, received peer support and took part in creative crafting activity. As DRC moved out of the pandemic and social restrictions began to ease, the arts and crafts and coffee morning sessions have re-opened for face-to-face delivery at its Information, Health and Wellbeing Centre. Both activities have delivered sessions once a week with individuals taking part in art activities from crafting, drawing, painting through to clay work. Individuals have also received peer support.

During the year, DRC has supported 31 disabled people through its art sessions and 46 people through its coffee morning sessions.

COMMERCIAL SERVICES

Disability Awareness Training

DRC has continued its contractual arrangement with Birmingham City Council Licensing Department to train Private Hire Drivers in disability awareness and safeguarding as part of their licensing requirements. DRC trained 638 private Hire drivers during the year.

Disability Confident Research and Development

DRC was also successful in securing a grant and support package through the Social Investment Business Social Enterprise Development Programme. The support element was delivered by Equally Ours with a view to enabling DRC to research and develop a new commercial disability confident package.

EMPLOYMENT AND SKILLS

Employment Programmes

Opportunities Hub, Positive Pathways, Disability Inclusion Project and PURE

European Social Fund (ESF) match funded DRC's Henry Smith Charity and Caretech Foundation funded Positive Pathways project to fund the wider Disability Inclusion Project. The project allowed disabled people to access pre-employment support such as information advice and guidance, IT skills, money management, financial literacy and basic skills funded through the funding partners.

Individuals also accessed DRC's Positive Pathways courses which are an engaging and interactive programme to support and enable disabled people in the West Midlands to move towards employment goals and aspirations. This six-week course gave service users the skills, knowledge, and confidence to move towards employment. The courses are very interactive and fun and were developed in partnership with disabled people to give them practical skills and covered the following topics: understanding disability, confidence building, self-managing health conditions, CV writing, interview skills and understanding employment. As part of this programme, individuals also accessed DRC's Opportunities Hubs which are weekly sessions where people can drop-in to carry out job search activities, receive peer support and get specialist support to help them gain their employment training or volunteering aspirations. In addition to this, DRC's ESF-funded PURE sub-contract working with BID Services as lead provider has allowed DRC to develop their Positive Pathways project and further work with individuals under the age of 25. In this year, DRC worked with 177 people across all their employment and skills programme.

Kickstart Programme

DRC, working in partnership with the Living Well Consortium and The Colebridge Trust took part in the Government's Kickstart initiative, a temporary employment programme, providing funding to create new jobs for 16- to 24-year-olds on Universal Credit who are at risk of long-term unemployment. During this year, DRC supported 5 apprentices to sign up for the scheme, one of whom has now gained permanent employment at DRC.

COMMUNITY DEVELOPMENT

Yardley Neighbourhood Network Scheme (YNNS)

In 2021/2022, DRC received a 12-month extension on its two-year YNNS contract with Birmingham City Council with DRC continuing to act as the lead facilitator on the YNNS programme working in partnership with Age UK Birmingham. In total 407 assets were logged onto Connect to Support. DRC had 48 successful grants approved worth £100,000 all of which were awarded to Yardley assets to help fund work on local priorities. These included grant funding for an Inclusive Walking Football group for 50- to 80-year-olds and a food Pantry in South Yardley Methodist Church to help support some of the most vulnerable individuals within the Yardley area. DRC's Fundraising Officer worked with assets to help sustain their activities within the community and supported them in securing external grants so that they could continue to run activities. In total, an additional £91,250 funding was raised for Yardley assets outside of the YNNS grants programme.

During the year, DRC received additional funding from the Arconic Foundation and the YNNS Small Grants Scheme to support the fixed term employment of a new Community Development Worker who was able to provide additional support to the Yardley constituency and YNNS programme. This allowed YNNS to better support communities and provided much-needed additional support to citizens within the area. This additional worker connected citizens with likeminded people, activities and assets that helped improve their social networks and their mental health and wellbeing. During the year, DRC assisted 894 local citizens.

The YNNS small grants programme also provided additional support via a telephone befriending service. DRC successfully applied for extension funding until September 2021 to support local citizens in Yardley who were feeling isolated and lonely, mainly due to COVID-19. This service proved beneficial for residents in such a challenging time. As social restrictions eased and life started to return to normal, people started to re-engage with their communities and with the support of YNNS and through the telephone befriending service, some of the most vulnerable people in Yardley were able to reconnect with their peers and community which helped reduce their isolation. In total 103 people benefitted from DRCs befriending service.

Household Support Fund

During 2021/2022, DRC started working with Barnardo's on their Household Support Fund funded by Birmingham City Council. This allowed DRC to reach out to some of the most vulnerable people in Yardley and DRC assisted individuals with applying to the fund for a grant of up to £250 per household. This was very well received within Yardley and the project has helped DRC to reach out to citizens that they may not have otherwise been able to engage with. DRC assisted 126 people to apply for the household support fund.

FINANCIAL REVIEW

The financial results of DRC are detailed in the following pages. It is considered that the finances are sound and well established. The principal funding sources have included:

- Birmingham City Council NNS Yardley Lead Facilitator contract
- Birmingham City Council Information, advice and guidance physical disabilities contract
- Birmingham City Council Prevention and Communities grant for Safe and Sound project
- Public Health Birmingham Public Health Messages for COVID-19 contract
- The National Lottery Communities Fund - Reaching Communities Programme extension to Help! for Disabled People project and new Plugged-In project
- Energy Redress grant to deliver fuel poverty work
- The Henry Smith Charity to deliver Positive Pathways project
- CareTech Foundation to deliver Positive Pathways project
- Black Country and West Birmingham CCG grant for Fit for Life
- Sub-Contracts with BID Services to deliver employment and training support under PURE European Social Fund Programme and Living Well Consortium to deliver IAPT

All expenditure of this income is planned to fulfil the objectives and strategies of the charity. During the year ended 31 March 2022 total resources expended were £1,085,991 (2021: £1,146,730) and the surplus of income over expenditure was £59,232 (2021: surplus of £115,292).

The total funds carried forward at 31 March 2022 were £674,460 of which £570,440 related to unrestricted funds and £104,020 to restricted funds.

During the 2021/22 financial year, DRC once again, secured grant funding to support the delivery of some of its charitable activities in the latter part of the year. The application of rules around income recognition (as governed by the Charities Statement of Recommended Practice 2019) have resulted in a position whereby income has been recognised in-year but some or all of the associated costs fall into the subsequent year. This has had the effect of increasing the reported net increase in funds and will have the opposite effect in the following year as the grants are expended.

The principal risks and uncertainties include:

- financial stability resulting from the Covid-19 pandemic and the markets DRC has traditionally operated within being impacted by BREXIT and the associated loss of European Funded Programmes
- staff recruitment caused by current market trends brought about by BREXIT and the Covid-19 pandemic
- increasing costs in running its Information, Advice and Wellbeing Centre as a result of the developing cost of living crisis.

DRC has well developed plans and strategies in place to manage these risks and has allocated an appropriate level of resources to business development; HR and recruitment; and income generation and fundraising activities.

Investment policy and powers
Aside from retaining a prudent amount in reserves each year most of the charity's funds are to be spent in the short term so there are few funds for long-term investment. Having considered the options available, the trustees have decided to continue to invest the small amount that it has available in a high interest deposit account.

Reserves policy and going concern
The trustees have examined the charity's requirements for reserves in light of the main risks to the organisation. It has established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets held by the charity should be between three and six months running costs. Reserves have been built up over recent years through planned operating surpluses which the charity hopes to maintain going forward. As of 31 March 2022, the level of unrestricted reserves was £570,440 (2021: £435,097). After making allowance for those unrestricted funds of £8,670 represented by fixed assets, the remaining free reserves of the charity at 31 March 2022 were £561,770 (2021: £432,957) which equates to 6.2 months of operating expenditure at current levels.

Plans for future periods

DRC has plans to continue to grow its core activities outlined above in the forthcoming year. In line with its 3-Year Strategic Business Plan, plans have been developed to:

- secure more public sector contracts in more areas of the Midlands, most notably the Black Country, Warwickshire, Worcestershire and South Staffordshire; and
- continue to research and develop its commercial service offering where profits can be reinvested into the charity.

DRC also plans to review its future workplace accommodation needs in light of rising costs resulting from the cost-of-living crisis and to invest further in improved IT infrastructure and staff health and wellbeing support.

Impact of COVID-19

Covid 19 has resulted in the continued closure of DRC's Information, Health and Wellbeing Centre to the public and employees working from home for the majority of the 2021/2022 financial year. Existing Funders and Commissioners have been most receptive to conversations about how we have tailored our services to respond to service users' needs and provide support remotely utilising IT and continued to be able to support vulnerable people. Funding available has been tailored to provide more Covid related support, and DRC has secured some funding for zoom licenses and other IT equipment. The organisation was also fortunate enough to be awarded a grant of £48,278 from The National Lottery Community Fund, providing a 6-month extension for the HELP! for Disabled People project and to launch a new service, Plugged In (£76,013 in year 1 of a 3-year project) starting in February 2022. This has supported our cashflow during this uncertain time and meant that our staff can carry on supporting those vulnerable service users effectively.

Volunteer involvement

DRC would like to reflect the contributions made to the charity by its volunteers, members, friends, advisors and of course Charity Trustees, the help of whom contributes greatly to enhance the work of the organisation and to whom we are most grateful. Whilst volunteering opportunities continued to be impacted by Covid-19, this financial year, DRC still benefitted from 832 hours at the ASHE median wage rate for Birmingham would equate to £9,909 (2021: £11,243).

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

DRC is a charitable company limited by guarantee, incorporated on 11 February 1992 and registered as a charity on 7 March 1994. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association and the policies made from time to time by the trustees. In the event of the company being wound up, members are required to contribute an amount not exceeding £1. Membership is open to disabled people and non-disabled people.

Appointment of Trustees

The directors of the company are also charity trustees for the purposes of charity law and under the company's Articles are known as members of the Management Committee. Under the requirements of the Memorandum and Articles of Association, the members of the Management Committee are elected to serve for a period of three years after which they must be re-elected at the next Annual General Meeting.

Paul Bryce and Tim Phillips will retire by rotation at the next Annual General Meeting and, being eligible, offer themselves for re-election.

The nature of the charity's work is to provide information, advice and support services to disabled people, their families and carers living primarily in Birmingham, Solihull and the Black Country. The Management Committee seeks to ensure that the needs of this group are appropriately reflected through the diversity of the trustee body. The more traditional business skills are also represented on the Board of Trustees.

All members of the Management Committee are requested to undertake a skills audit to identify their skills and relevant experience (and update it each year). In the event of particular skills being lost due to retirements, individuals with similar skills are identified to offer themselves for election to the Board of Trustees.

Trustee induction and training
All trustees are familiar with the practical work of the charity having been encouraged to take up induction and on-going training including presentations on projects and services, governance training, disability equality training, a tour of DRC's premises and various Business Planning and Away Days.

Additionally, new trustees are invited and encouraged to attend a series of short training sessions to familiarise themselves with the charity and the context within which it operates. These are jointly led by the Chairperson of the Management Committee and the Chief Executive of the charity and cover:

- Governance Training including the obligations of Management Committee members and the main documents which set out the operational framework for the charity including the Memorandum and Articles of Association.
- Financial planning including resourcing and the current financial position as set out in the latest published accounts
- Future plans and objectives, including the DRC's Strategic Business Plan and Service Delivery Plans.

A Trustee Handbook is also available drawing information from the various Charity Commission publications signposted through the Commission's guide "The Essential Trustee" as a follow up to these sessions. This is distributed to all new trustees along with the Memorandum and Articles of Association, Scheme of Delegation, all key policy documents and the latest financial statements.

Organisation
DRC has a Management Committee of up to 11 members who meet bi-monthly and who are responsible for the strategic direction and policy of the charity. At present, the Committee has seven members – five of whom class themselves as disabled or having a limiting long-term health condition – from various professional backgrounds relevant to the work of the charity. The Company Secretary also sits on the Committee but has no voting rights.

A scheme of delegation is in place and day-to-day responsibility for the provision of the services rests with the Chief Executive. The Chief Executive is responsible for ensuring that the charity delivers the services specified and that key performance indicators are met. The Chief Executive also has responsibility for the day-to-day operational management of the organisation, individual supervision of the staff team and also ensuring that the team continue to develop their skills and working practices in line with good practice.

Related parties and co-operation with other organisations
None of the trustees receive remuneration or other benefit from their work with the charity. Any connection between a trustee or senior manager of the charity with a client or supplier must be disclosed to the full Board of Trustees in the same way as any other contractual relationship with a related party. Related party transactions in the current year are described in note 19 to the accounts.

Pay policy for senior staff
The Board of Trustees, together with the senior leadership team, comprise the key management personnel of the charity in charge of directing and operating the organisation on a day-to-day basis. No director received remuneration in the year, and details of directors' expenses and related party transactions are disclosed in note 19 to the accounts. The pay of senior staff is usually reviewed annually by the Board of Directors.

Risk management
The trustees have a risk management policy framework which comprises:

- An annual review of the principal risks and uncertainties that the charity faces;
- The establishment of policies, systems, and procedures to mitigate those risks identified in the annual review; and
- The implementation of procedures designed to mitigate or manage any potential impact on the charity should those risks materialise.

This work has identified that financial sustainability is the major financial risk for the charity. Key elements in the management of financial risk are a regular review of available liquid funds to settle debts as they fall due, regular liaison with the bank, and active management of operational debtor and creditor balances to ensure sufficient working capital by the charity.

Attention has also been focussed on non-financial risks arising from operational resilience. The impact of the COVID-19 pandemic has tested business continuity processes and DRC has adapted internally to be able to continue with service delivery given the disruptive events that have taken place. Future focus will apply to ensuring that operational resilience remains a top risk that is reviewed and controls tested to ensure that preparedness is at an acceptable level.

Statement of trustees' responsibilities
The trustees (who are also the directors of the charitable company 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), including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Statement of trustees' responsibilities - continued

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; 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 proper 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

Haines Watts Birmingham LLP were appointed at the Annual General Meeting.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on 16/07/2022 and signed on its behalf by:

.....
Mr Timothy Philips
Chairperson

.....
Mr David Lloyd
Treasurer

Opinion
We have audited the financial statements of Birmingham Disability Resource Centre (the 'charitable company') for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement 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 (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 incoming resources and application of resources, including its income and expenditure, for the year then ended;
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland'; and
- Have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for 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 auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable 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 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 trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and 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, 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.

Opinion 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 Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The Report of the Trustees has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

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 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 require for our audit; or
- the trustees were not entitled to take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

Responsibilities of trustees

As explained more fully in the Statement of Trustees Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, 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.

Our 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 a Report of the Independent Auditors 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 the 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:

We obtained an understanding of the legal and regulatory framework applicable to both the charitable company itself and the sector in which it operates. We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our sector experience and through discussion with the trustees and other management. The most significant were identified as the Companies Act 2006, the Charities Act 2011 and the Charities SORP (FRS102).

We considered the extent of compliance with those laws and regulations as part of our procedures on the related financial statements. Our audit procedures included:

- making enquires of management as to where they consider there to be a susceptibility to fraud and whether they have any knowledge or suspicion of fraud
- obtaining an understanding of the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations;
- assessing the design effectiveness of the controls in place to prevent and detect fraud;
- assessing the risk of management override including identifying and testing journal entries;
- challenging the assumptions and judgements made by management in its significant accounting estimates.

Whilst our audit did not identify any significant matters relating to the detection of irregularities including fraud, and despite the audit being planned and conducted in accordance with ISAs (UK), there remains an unavoidable risk that material misstatements in the financial statements may not be detected owing to inherent limitations of the audit, and that by their very nature, any such instances of fraud or irregularity would likely involve collusion, forgery, intentional misrepresentations, or the override of internal controls.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

Use of 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 so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Nichola Venables (Senior Statutory Auditor)
for and on behalf of Haines Watts Birmingham LLP
5-6 Greenfield Crescent
Edgbaston
Birmingham
B15 3BE

19 January 2023

BIRMINGHAM DISABILITY RESOURCE CENTRE
(Company Limited by Guarantee)

Statement of Financial Activities
for the Year Ended 31 March 2022

	Note	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
Income from:					
Donations and legacies	3	32,092	-	32,092	60,070
Income from charitable activities	4	452,732	603,769	1,056,501	1,143,776
Income from trading activities	5	56,603	-	56,603	58,176
Investment income	6	27	-	27	-
Total income		541,454	603,769	1,145,223	1,262,022
Expenditure on:					
Costs of raising funds	7	55,075	-	55,075	76,025
Charitable activities	8	351,036	679,880	1,030,916	1,070,705
Other		-	-	-	-
Total expenditure		406,111	679,880	1,085,991	1,146,730
Net income/(expenditure) before transfers		135,343	(76,111)	59,232	115,292
Gross transfers between funds	20	-	-	-	-
Net movement in funds		135,343	(76,111)	59,232	115,292
Reconciliation of funds					
Total funds brought forward		435,097	180,131	615,228	499,936
Total funds carried forward	20	570,440	104,020	674,460	615,228

All of the charity's activities derive from continuing operations during the above two financial periods.

The notes on pages 24 to 34 form part of these financial statements.

BIRMINGHAM DISABILITY RESOURCE CENTRE
(Company Limited by Guarantee)

Statement of Financial Position
as at 31 March 2022

	Note	2022 £	2022 £	2021 £	2021 £
Fixed assets					
Tangible fixed assets	13		8,670		2,140
			8,670		2,140
Current assets					
Debtors	14	269,183		212,905	
Cash at bank and in hand		583,632		663,626	
		852,815		876,531	
Creditors: amounts falling due within one year	15	(187,025)		(263,443)	
Net current assets			665,790		613,088
Creditors: amounts falling due after more than one year			-		-
Net assets			674,460		615,228
Funds of the charity:					
Restricted funds	20		104,020		180,131
Unrestricted funds	20		570,440		435,097
			674,460		615,228

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

The financial statements were approved by the board of trustees on 16/01/2023 and were signed on its behalf by:

Mr Timothy Philips
Chairperson

Mr David Lloyd
Treasurer

Company registered number: 2897250

The notes on pages 24 to 34 form part of these financial statements.

BIRMINGHAM DISABILITY RESOURCE CENTRE
(Company Limited by Guarantee)

Cash Flow Statement
for the Year Ended 31 March 2022

	2022	2021
	£	£
Net cash inflow/(outflow) from operating activities	**(70,763)**	267,337
Cash flow from investing activities		
Payments to acquire tangible fixed assets	**(9,258)**	-
Receipts from sales of tangible fixed assets	-	-
Interest received	**27**	-
Net cash inflow from investing activities	**(9,231)**	-
Cash flow from financing activities		
Loan repayments	-	-
Net cash outflow from financing activities	-	-
Net increase/(decrease) in cash and cash equivalents	**(79,994)**	267,337
Cash and cash equivalents at start of year	**663,626**	396,289
Cash and cash equivalents at end of year	**583,632**	663,626

Notes to cash flow statement:
Reconciliation of net income/(expenditure) to net cash flow from operating activities

	2022	2021
	£	£
Net income for the year	**59,232**	115,292
Interest receivable	**(27)**	-
Depreciation	**2,728**	2,636
Impairment of investment	-	97
(Increase)/ decrease in debtors	**(56,278)**	805
(Decrease)/ increase in creditors	**(76,418)**	148,507
Net cash (outflow)/inflow from operating activities	**(70,763)**	267,337

Analysis of changes in net funds	**At 1/4/21**	**Cash flow**	**At 31/3/22**
	£	£	£
Net cash			
Cash at bank	663,626	(79,994)	583,632
Total	**663,626**	**(79,994)**	**583,632**

The notes on pages 24 to 34 form part of these financial statements.

1 Accounting policies

The accounting policies adopted in the preparation of these accounts are:

(a) Basis of accounting

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: 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 (FRS 102) (effective 1 January 2019)', the Charities Act 2011 and the Companies Act 2006. The financial statements have been prepared under the historical cost convention. The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

(b) Going concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for a period of 12 months from the date of authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

(c) Income recognition

All incoming resources are included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

Grants receivable

Government and other grants are included in the Statement of Financial Activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the balance sheet. Where income is received in advance of entitlement of receipt its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Donations

Donations are recognised on a receivable basis where there is certainty of receipt and the amount can be reliably measured. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

Donated services

Donated facilities and donated professional services are recognised in income at their fair value when their economic benefit is probable, it can be measured reliably and the charity has control over the item. Fair value is determined on the basis of the value of the gift to the charity. For example the amount the charity would be willing to pay in the open market for such facilities and services. A corresponding amount is recognised in expenditure.

1 Accounting policies (continued)

Gifts in kind
Fixed asset gifts in kind are recognised when receivable and are included at fair value. They are not deferred over the life of the asset.

Interest receivable
Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

Other income
Other income, including the hire of facilities, is recognised in the period it is receivable and to the extent the goods have been provided or on completion of the service.

Volunteer time
No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102). Further detail is given in the Trustees' Annual Report.

(d) Expenditure recognition
All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

Costs of generating funds

These are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

Charitable activities
These are costs incurred in activities undertaken to further the purposes of the charity and their associated support costs.

Governance costs
These include the costs attributable to the trust's compliance with constitutional and statutory requirements, including audit, strategic management and trustees' meetings and reimbursed expenses.

Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

(e) Fund accounting
Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the trust's work or for specific artistic projects being undertaken by the trust.

1 Accounting policies (continued)

(f) Allocation of support costs

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs and administrative payroll costs. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 8.

(g) Tangible fixed assets

Tangible fixed assets are stated at cost (or deemed cost) or valuation less accumulated depreciation and accumulated impairment losses. Cost included costs directly attributable to making the asset capable of operating as intended.

Tangible fixed assets with a cost greater than £1,000 and with an expected useful economic life of more than one year are capitalised.

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost, less estimate residual value, of each asset on a systematic basis over its expected useful life as follows:

Leasehold improvements	- between 15% and 50% per annum on a straight line basis
Plant and furniture	- 20% per annum on a straight line basis
Computer equipment	- 25% per annum on a straight line basis

(h) Fixed asset investments

Fixed asset investments are stated at cost less provision for any permanent diminution in value.

(i) Pension benefits

The charity operates a defined contribution plan for the benefit of its employees. Contributions are expensed as they become payable.

(j) Operating lease rentals

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged against income on a straight line basis over the period of the lease.

(k) Taxation

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

(l) Debtors

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

(m) Creditors

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount to settle the obligation can be measured or estimated reliably. These are normally recognised at their settlement amount after allowing for any trade discounts due.

1 Accounting policies (continued)

(n) Volunteers

We would like to reflect within the notes to these financial accounts the immense contributions made to the association by our volunteers, helpful members, friends, advisors, patrons and of course our committee members, the help of whom contributes greatly to enhance the work of the association and to whom we are most grateful. We benefitted for example from over 832 hours (2021: 944) which if valued at the ASHE median wage rate for Birmingham would equate to £9,909 (2021: £11,243).

2 Prior year Statement of Financial Activities (year ended 31 March 2021)

	Note	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
Income from:					
Donations and legacies	3	**60,070**	-	**60,070**	9,008
Income from charitable activities	4	-	**1,143,776**	**1,143,776**	993,882
Income from trading activities	5	**58,176**	-	**58,176**	125,230
Investment income	6	-	-	-	158
Total income		**118,246**	**1,143,776**	**1,262,022**	1,128,278
Expenditure on:					
Costs of raising funds	7	**76,025**	-	**76,025**	46,774
Charitable activities	8	-	**1,070,705**	**1,070,705**	1,123,768
Other		-	-	-	-
Total expenditure		**76,025**	**1,070,705**	**1,146,730**	1,170,542
Net income/(expenditure) before transfers		**42,221**	**73,071**	**115,292**	(42,264)
Gross transfers between funds	21	-	-	-	-
Net movement in funds		**42,221**	**73,071**	**115,292**	(42,264)
Reconciliation of funds					
Total funds brought forward		**392,876**	**107,060**	**499,936**	542,200
Total funds carried forward	21	**435,097**	**180,131**	**615,228**	542,200

3 Donations and legacies

	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
Gifts and donations	32,092	-	32,092	70
Grants	-	-	-	60,000
	32,092	-	32,092	60,070

4 Income from charitable activities

	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
Disability services				
Grant income	452,732	603,769	1,056,501	1,143,776
	452,732	603,769	1,056,501	1,143,776
Fit for life	-	74,633	74,633	-
Positive Pathways	-	127,100	127,100	87,917
Health & Wellbeing, Arconic Support Access Grant, and Voice of Disabled Projects	-	26,829	26,829	50,710
Energy Efficiency Projects	-	101,938	101,938	99,035
IAG General Projects	-	99,886	99,886	219,362
BCC - National Neighbourhood Scheme	180,336	67,646	247,982	328,586
ESF Employability & Training	-	22,048	22,048	-
Digital & Skills Projects	-	21,467	21,467	-
Safe & Sound	-	62,222	62,222	58,968
IAG Physical & Associated Disabilities	161,277	-	161,277	-
Counselling Projects	12,895	-	12,895	-
Other income from charitable activities	98,224	-	98,224	-
Building Connections Yardley	-	-	-	13,771
COVID	-	-	-	135,377
BBO Bridges	-	-	-	25,236
All Good Things Foundation	-	-	-	19,918
CMA RBS	-	-	-	17,436
Disability action	-	-	-	20,203
Enterprise Development	-	-	-	11,500
Other grants	-	-	-	55,757
	452,732	603,769	1,056,501	1,143,776

5 Income from trading activities

	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
Commercial activities	56,603	-	56,603	58,176
	56,603	-	56,603	58,176

6 Investment income

	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
Deposit account interest	27	-	27	-

7 Costs of raising funds

	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
Staff costs	55,075	-	55,075	76,025
	55,075	-	55,075	76,025

8 Expenditure on charitable activities -

Disability services	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
Operational and support costs				
Staff costs	263,501	132,997	396,498	397,297
Project costs	-	147,374	147,374	248,884
Motor and travel	-	926	926	360
Premises costs	79,227	-	79,227	72,538
Promotion and marketing	-	937	937	486
Depreciation	2,729	-	2,729	2,635
Supports costs (See note 9)	-	391,905	391,905	338,983
Governance costs (See note 9)	5,579	5,741	11,320	9,522
	351,036	679,880	1,030,916	1,070,705

During the year the charity has amended the way in which expenditure is allocated between direct costs and support costs. In the trustees' opinion, the new allocation more accurately reflects the true apportionment of costs. The comparative information has been restated on a consistent basis. There has been no change to the reported total expenditure and net income for the year ended 31 March 2021, this is a reclassification only.

9 Analysis of support and governance costs

	Basis of allocation	General support £	Governance function £	Total 2022 £	Total 2021 £
Administrative staff	Staff time	**263,501**	-	**263,501**	205,735
Training and recruitment	Staff time	**36,239**	-	**36,239**	13,212
Information technology	Usage	**26,401**	-	**26,401**	30,089
Insurance	Usage	**18,551**	-	**18,551**	13,866
General office costs	Usage	**27,879**	-	**27,879**	17,877
Audit fees	Governance	-	**8,500**	**8,500**	8,000
Accountancy services	Governance	-	**2,820**	**2,820**	1,522
Legal and other professional	Usage	**18,975**	-	**18,975**	58,173
Bank charges	Usage	**359**	-	**359**	31
		391,905	**11,320**	**403,225**	348,505

10 Net income/(expenditure) for the year

Net income/(expenditure) is stated after charging:	2022 £	2021 £
Operating lease charges - premises	**50,965**	45,320
Operating leases charges - other	**13,623**	10,461
Depreciation of tangible fixed assets	**2,729**	2,635
Auditors fees - audit	**8,500**	8,000
Auditors fees - other services	**2,820**	1,522

11 Trustee and key management personnel remuneration and expenses

The trustees neither received nor waived any remuneration during the year (2021 - £Nil). No trustees were reimbursed expenses during the year (2021 - £Nil).

The Charity considers its key management personnel comprise the Chief Executive Officer and the Head of Operations. The total amount of employee benefits received by key management personnel was £114,320 (2021 - £80,017).

12 Staff costs

	2022 £	2021 £
Gross salaries	**658,566**	619,700
National Insurance	**44,730**	47,097
Pension costs	**11,778**	12,260
Total	**715,074**	679,057

12 Staff costs (continued)

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2022	2021
£60,001 - £70,000	1	1

The average number of employees during the year was as follows:

	2022 No.	2022 FTE	2021 No.	2021 FTE
Executive management	6	4	6	4
General information service	10	8	9	7
Employment and training service	14	10	10	6
Business services, administration and support	6	3	5	3
	36	25	30	20

13 Tangible fixed assets

	Leasehold improvements £	Plant and furniture £	Computer equipment £	Total £
Cost				
As at 1 April 2021	69,997	23,258	18,327	111,582
Additions	-	570	8,688	9,258
Disposals	-	-	-	-
As at 31 March 2022	69,997	23,828	27,015	120,840
Depreciation				
As at 1 April 2021	68,318	22,797	18,327	109,442
Charge for the period	1,679	481	568	2,728
Released on disposal	-	-	-	-
As at 31 March 2022	69,997	23,278	18,895	112,170
Net book value				
As at 31 March 2022	-	550	8,120	8,670
As at 1 April 2021	1,679	461	-	2,140

14 Debtors

	2022 £	2021 £
Debtors from operations	109,881	87,842
Prepayments and accrued income	159,302	125,063
	269,183	212,905

15 Creditors: amounts falling due within one year

	2022	2021
	£	£
Creditors from operations	**59,040**	25,771
Taxation and social security	**12,015**	12,250
Accruals and deferred income	**115,970**	225,325
Other creditors	**-**	97
	187,025	263,443

Deferred income included above comprised:	2022 £	2021 £
Deferred income b/f	**56,674**	30,124
Resources deferred in the year	**54,788**	56,674
Amounts released from previous years	**(56,674)**	(30,124)
Deferred income c/f	**54,788**	56,674

At the balance sheet date the charity was holding funds received in advance for services due to be delivered after the year end and for which entitlement to the income is not received until the service is delivered.

16 Commitments under operating leases

At the year end the charity was committed to making the following total future minimum operating lease payments under non-cancellable operating lease contracts:

	Land and buildings		Other	
	2022	2021	2022	2021
	£	£	£	£
Within one year	**52,961**	30,000	**8,736**	8,736
Within two to five years inclusive	**54,788**	-	**26,208**	34,944
In over five years	**-**	-	**-**	-
	107,749	30,000	**34,944**	43,680

17 Capital commitments

There were no capital commitments at either 31 March 2022 or 31 March 2021.

18 Contingent liabilities

There were no contingent liabilities at either 31 March 2022 or 31 March 2021.

19 Related party transactions

There were no related party transactions during the current and previous period.

20 Analysis of funds

	Opening balance	Income	Expenditure	Transfers	Closing balance
	£	£	£	£	£
Restricted funds					
Fit for life	-	74,633	(68,661)	-	5,972
Positive Pathways	15,000	127,100	(117,600)	-	24,500
Health & Wellbeing, Arconic Support	6,400	26,829	(21,367)	-	11,862
Access Grant, and Voice of Disabled					
Energy Efficiency Projects	-	101,938	(101,938)	-	-
IAG General Projects	36,537	99,886	(98,084)	-	38,339
BCC - National Neighbourhood Scheme	88,580	67,646	(144,726)	-	11,500
ESF Employability & Training	-	22,048	(22,048)	-	-
Digital & Skills Projects		21,467	(14,022)	-	7,445
Safe & Sound	11,875	62,222	(73,028)	-	1,069
Other grants	21,739	-	(18,406)	-	3,333
	180,131	603,769	(679,880)	-	104,020
Unrestricted funds					
General fund	435,097	541,454	(406,111)	-	570,440
	435,097	541,454	(406,111)	-	570,440
Total funds	615,228	1,145,223	(1,085,991)	-	674,460

Restricted general fund
Money given to the charity where the donor requires that a grant or donation be spent for a specific project.

Unrestricted general fund
The free reserves of the charity which are not designated for particular purposes.

Designated fund
Unrestricted income for which the trustees have designated a particular purpose.

21 Analysis of net assets between funds

Fund balances as at 31 March 2022 are represented by:

	Unrestricted funds	Restricted funds	Total funds
	£	£	£
Fixed assets	8,670	-	8,670
Current assets	663,622	189,193	852,815
Current liabilities	(101,852)	(85,173)	(187,025)
Balance as at 31 March 2022	570,440	104,020	674,460

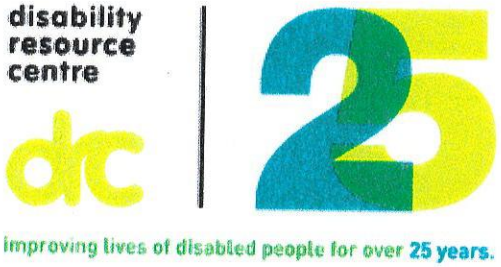
22 Company limited by guarantee

The company is a charitable company limited by guarantee and not having a share capital. The guarantee of the members is limited to a contribution of £1 each in the event of the company being wound up whilst that person is a member or within one year of ceasing to be a member.

BIRMINGHAM DISABILITY RESOURCE CENTRE

England & Wales - Charity number 1034581

Accounts



BIRMINGHAM DISABILITY RESOURCE CENTRE

Report of the Trustees and Financial Statements for the Year Ended 31 March 2021

REGISTERED COMPANY NUMBER: 2897250 (England and Wales)
REGISTERED CHARITY NUMBER: 1034581

BIRMINGHAM DISABILITY RESOURCE CENTRE

Reference and Administrative Details
for the Year Ended 31 March 2021

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BIRMINGHAM DISABILITY RESOURCE CENTRE

Reference and Administrative Details
for the Year Ended 31 March 2021

Chairperson	Mr Timothy Philips
Trustees	Mr Stephen Anjum Mr Andrew Beaton Mr Paul Bryce Ms Brigid Lawlor Mr David Lloyd (from 26 June 2020) Mr John Roberts Mrs Carol Whittock (to 26 June 2020)
Company secretary	Ms Louise Mckiernan ACIS, PG Dip (Prof Admin)
Key management personnel	
Chief Executive	Ms Louise Mckiernan
Interim Chief Operating Officer	Mrs Jacquie Smallwood (to 24 December 2020)
Head of Operations	Mrs Emma Costanza
Registered office	Unit 18 ACE Business Park Mackadown Lane Kitts Green Birmingham B33 0LD
Registered company number	2897250
Registered charity number	1034581
Auditors	Haines Watts Birmingham LLP 5-6 Greenfield Crescent Edgbaston Birmingham B15 3BE
Bankers	Lloyds Bank PLC 36-38 New Street Birmingham B2 4LP
Solicitors	Anthony Collins Solicitors 134 Edmund Street Birmingham B3 2ES

BIRMINGHAM DISABILITY RESOURCE CENTRE

Chairperson's Report
for the Year Ended 31 March 2021

I would like to take this opportunity to introduce you to the DRC's Annual Report and Accounts and once again, to outline some of the highlights from the financial year 2020/21.

The past year has been one of the most challenging years in the history of world affairs and our way of life. The country has largely been in lockdown since the pandemic hit the UK as Boris Johnson ordered more lockdowns and restrictions during 2020.

The DRC has had to adhere to government restrictions as offices have remained closed, meaning all staff have been working from home; and where necessary take advantage of the government furlough scheme that came into effect during 2020. All businesses, in public, private and third sectors have had to conduct business online as far as is possible. In that respect the DRC has once again been one of the most adaptable businesses in the sector in endeavouring to meet the continuing needs of citizens in Birmingham and the West Midlands.

The DRC continues to provide services virtually and many of the contracts that were being provided before the pandemic have been renegotiated and/or extended by DRC's funders, including Birmingham City Council, given the national situation. The organisation has also secured a number of COVID-19 support contracts and grants during the year including from the Big Lottery Fund, National Emergencies DPO Trust Fund and from Birmingham City Council Public Health.

In December 2020, DRC said farewell to Jacquie Smallwood in her role of Interim Chief Operating Officer, at the end of her fixed term contract, and welcomed Emma Costanza in the new role of Head of Operations in January 2021. Jacquie has continued to provide ad-hoc consultancy assistance where required. Other managerial changes in this year have seen the continuing development of the senior team, closely supporting the aims and objectives of the organisation.

I would like to say that once again for the coming financial year the DRC will continue to be a beacon in the third sector and to continue to be adaptable in what seem sure to be uncertain times with the pandemic and still the uncertainty related to the EU ratification of the Brexit deal.



.....

Mr Timothy Phillips
Chairperson

Trustees of the charity

The trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the Year Ended 31 March 2021. The trustees have adopted the provisions of Accounting and Reporting by Charities: 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 (FRS 102) (effective 1 January 2019).

The trustees who served throughout the year and up to the date of this report are named on page 1.

OUR PURPOSES AND ACTIVITIES

The charity's objects and principal activities are defined by its constitution as follows:

"To promote for the public benefit the relief of people whose impairment or the nature of their condition subjects them to physical, mental, learning or sensory disability by the provision of facilities and services known as Birmingham Disability Resource Centre through which disabled people may realise their full potential as individuals and as members of society, irrespective of the nature of their impairment or condition, disability, gender, sexual orientation, nationality, race, religious belief, status as a married person or civil partnership, pregnancy, spent convictions or other conditions not justified in law."

This is achieved through its mission:
To empower disabled people and those with long term health conditions to take control of their own lives and to actively seek out opportunities to achieve their full potential as individuals in mainstream society by building a sustainable business.

And through its vision:

In three years' time, the charity will be:

- a leading authority on disability issues at national, regional and local levels;
- providing a range of high-quality person-centred products and services which meet the needs of disabled people and their support networks;
- providing a range of innovative disability solutions to individual, community and societal issues for Central Government, public bodies and the private sector;
- achieving all that we do by engaging and investing in the best people who share in our vision.

In shaping the objectives for the year and planning its activities, the trustees have considered the Charity Commission's guidance on public benefit, including the guidance 'public benefit: running a charity (PB2)'.

Putting these strategies into action, the organisation operates the following key areas of charitable activity:

- Ensuring the voice and lived experience of disabled people are taken into account by those in positions of influence
- Information, advice and advocacy services to enable disabled people and those with limiting long term health conditions to make informed choices and decisions and exercise their rights
- Personal and life skills development to enable them to build confidence and learn the skills required to do things for themselves and to live independently and safely

- Health and wellbeing services to promote healthy living and lifestyle choices and to enable them to build resilience and better manage their own health condition or impairment
- Social and leisure activities to help improve social skills and combat social isolation
- Employment, training and volunteering to support them towards economic participation and sustainable employment
- Community development support for older adults and families in the Yardley Constituency of Birmingham working with Birmingham City Council and partner agencies on the development and delivery of the Neighbourhood Network Scheme (NNS) Social Work Model

The charity also operates commercial activities which are chargeable at the point of access including disability equality training and access audit work for employers and businesses. However, this has been adversely impacted by the COVID-19 pandemic during 2020/21.

Our approach to fundraising
In order to carry out its activities, the trustees have considered The Charities (Protection and Social Investment) Act 2016. The charity complies with the Code of Fundraising Practice.

The majority of the charity's fundraising activity is derived from grant funding and contract opportunities via grant making trusts, public agencies and prime contractors. It does not carry out either directly or through other professional agencies, direct marketing or face-to-face approaches to individuals, vulnerable or otherwise.

ACHIEVEMENTS AND PERFORMANCE

FREE AT THE POINT OF CONTACT SERVICES

EMPLOYMENT, SKILLS AND COMMUNITY DEVELOPMENT

Yardley Neighbourhood Network Scheme (NNS)
DRC, in partnership with Age UK Birmingham, was awarded the initial Phase 1 contract by Birmingham City Council (BCC) in July 2018 to map community assets and undertake a gap analysis of the community offer within Yardley constituency. Following the success of Phase 1, DRC successfully tendered for Phase 2 in partnership with Age UK Birmingham and secured a two-year contract from April 2019 – March 2021 with a value of £560,000 for the two-year period.

Neighbourhood Network Schemes are Constituency and neighbourhood-based networks which enable engagement with, and investment in, community assets. This is for the purposes of supporting older people to connect to individuals, groups, organisations, activities, services and places in their local neighbourhoods. This approach is integral to the new community social work model and the overall investment by BCC Adult Social Care in "Prevention First".

Community assets are considered as any group, organisation, place, activity or service which can contribute to the following outcomes for citizens:

- Social participation
- Healthy lifestyles
- Maximised income
- Living independently in their own homes
- Carers feel more supported

Within the year 2020/21, DRC has mapped 173 Community Assets and has continued to build community assets by connecting and developing links between assets and the social work team. DRC has worked with the local commissioning team to identify and address gaps in the community offer. Yardley NNS have engaged with the citywide NNS forums/network, Birmingham Safeguarding Adults Board (BSAB) Partnership meetings, BVSC and lead facilitator meetings, and contributed to cross city NNS collaboration and learning. The Yardley NNS team regularly met with the adult social care teams to identify ever changing needs, particularly during the pandemic, to ensure that Yardley Priorities were at the forefront of YNNS planning and delivery. DRC has facilitated Yardley Steering Groups/Grants Panel/Asset Support Group/COVID Task Force and Co-Production groups and also managed the micro and small grants programme.

The total number of grants awarded were 30 over the two-year period, with 23 being awarded between April 2020 – March 2021, equalling £149,526 awarded in this period. The Yardley NNS funds have been distributed across all 12 Wards of the Constituency; Small Heath, Greet, Tyseley and Hay Mills, Yardley West and Stechford, Acocks Green, Hall Green North, Garretts Green and Sheldon, Glebe Farm and Tile Cross, South Yardley and Yardley East.

BCC were allocated an Emergency Food and Essentials Grant of £1.9m to support people who were struggling to afford food and other essentials due to COVID-19. At Constituency level, Neighbourhood Network Scheme and the Early Help Locality Lead were commissioned to advertise and distribute the community assets emergency grants programme, identifying constituency specific priorities and needs. DRC and Barnardo's were allocated a community grant budget of £60,000 plus £10,000 for localised, non-accredited Information, Advice and Guidance, and a further £20,000 administrative fee to run the project. Between December 2020 and March 2021, the Yardley NNS team worked in partnership with Barnardo's to award £70,000 in emergency grants to 19 community assets, with the aim of ensuring essential items including food, hygiene products and baby care were available to vulnerable adults in need, as well as to children and families.

In June 2020, an additional post was funded by BCC through the Yardley Neighbourhood Network Scheme to develop a Yardley-specific Helpline, designed as a first port of call for any support or services individuals needed during lockdown. This ranged from support in accessing emergency food parcels, to form filling and housing support. Where the Yardley Helpline could not meet individual needs directly, our trained adviser signposted to other services identified by the Community Development Workers as part of the ongoing asset mapping work across the city.

In June 2020, the Yardley Neighbourhood Network Scheme also approved funding for a new Yardley Befriending Service, aimed at the over 50s in Yardley who were facing loneliness and isolation during lockdown. The scheme enlisted and trained 14 volunteer befrienders and supported 59 individuals with a 3-month framework of support which included providing a friendly ear to listen and developing action plans to help the individuals to move forward, including access to additional services where needed.

Moneywise

DRC received £34,871 in January 2019 from NatWest Bank's Skills and Opportunities Fund to deliver a Money Wise programme for an 18-month project. This project worked with disabled people to empower them to better manage their personal finances with a view of building more fulfilling, financially secure, and sustainable futures for themselves and their families. DRC provided interactive, friendly workshops covering budgeting, cooking on a budget, benefits, saving, fraud, loan sharks and wills.

During the first year the project supported 138 clients, and by the end of the project this reached 300 clients supported. Fifteen six-week courses were also delivered to a number of disability organisations/charities to support their clients and achievements include:

- 175 clients supported on a 1-1 Money Wise workshop over Zoom
- 15 workshops delivered through out Birmingham, Solihull, and Sandwell
- 20 people under the age of 30 were supported to increase their financial knowledge
- 275 people benefited from increased financial knowledge
- 300 people benefited from increased confidence

This project has identified a real need for a financial wellbeing programme in the disability community due to the barriers faced in their financial lives. The project has allowed disabled clients to gain information on many subjects that they may not have received information about from anywhere else. The project also allowed DRC to make sure clients were aware of scams and frauds that were in the community either online or door-to-door and show them how to identify and report these scams/frauds to the correct authorities, including the dangers of Loan Sharks.

The biggest success for this project was being able to help so many clients during the COVID-19 Pandemic by creating a plan for financial wellbeing, but also helping clients with their mental wellbeing too, so clients did not feel alone during lockdown.

Positive Pathways - think about befriending service as a response to COVID

DRC has been funded by Henry Smith & Care Tech for £180,000 for 3 years from 1 January 2020 - 31 December 2022, for its Positive Pathways programme. This programme supports and empowers disabled people take their next steps towards fulfilling their ambitions in relation to volunteering, training and/or employment. The service offers bespoke 1-1 advice and guidance as well as the opportunity to join one of our Positive Pathways six-week courses. The programme is West Midlands-wide and can also cover South Staffordshire.

During COVID-19 the Positive Pathways team were still able to find people paid work and volunteer roles, despite half of all industries being closed in the first quarter (April – June 2021). The Positive Pathways team adapted services to continue to support clients accessing the service and they set up a Positive Pathways Facebook page for clients to keep in touch. They also arranged Facebook calls with clients to enable virtual face-to-face support for clients that require it. The Positive Pathways team created a befriending service to support clients with physical and mental health needs which has been extremely effective at this time. The befriending service had become a vital link between the DRC teams, for example the information team and the energy advice team, in making sure clients receive the support needed in a timely manner.

The Positive Pathways team delivered workshops to small groups on such topics as condition management, confidence and self-esteem to support clients during this time but also with a view of preparing them for when lockdown is eased. COVID-19 had affected clients in different ways, for example the need and support required for food parcels being delivered to their homes due to them self-isolating, has been immense. In addition to this, the Positive Pathways team produced new media such as videos and podcasts to help support people not just in the midlands but all around the country. Both the DRC Podcast and the videos were produced for Employability Day 2020, this had been popular and gained a viewership online.

John Lewis Foundation April – June 2020
John Lewis Foundation funded the delivery of two Positive Pathways courses for a period up until June 2020. This employment and training programme combined group and 1:1 interventions over a 12 week period (and beyond if required) to move disabled people and those with long term health conditions, living in Birmingham and Solihull, closer to the labour market.

By June 2020, DRC had completed the 2 courses, having engaged 26 clients, with 12 completed the course. Weekly Opportunities Hub were delivered for clients to attend via zoom / facebook due to the pandemic, with outcomes achieved such as clients securing employment, training and volunteering roles. Over 50% of clients so far have reported on improvements in their well-being on Impact assessment measures. Clients had access to basic digital skills training and a peer mentor in all their group sessions.

Make it Click (January – December 2020)
DRC was awarded a grant of £10,000 from Good Things Foundation to deliver the 'Make It Click' programme between January and December 2020. This programme supports adults (18+) achieve positive life and work outcomes, particularly around employment, by supporting them to understand how digital skills can change their life and give practical skills and knowledge to build their confidence to do so.

Due to lockdown, the Make it Click offer was delivered exclusively via telephone, or Zoom, with more emphasis on professionals, as home working developed as an emerging need in response to the lockdown. One-off sessions were delivered through Make It Click's online platform, which allowed access to a variety of reliable, free resources from around the web, made up of guides, videos, blogs, news articles and more. Learners were able to choose units that interested them individually and work through these in the session with the project officer via zoom.

Due to the pandemic, Make it Click became very popular for 1-1 sessions. Most of the resources had an employment theme therefore it has been suitable for clients who wanted to get closer to the employment market.

Over the course of the project, 188 learners engaged with at least 2 digital resources and 188 learners skills gap assessments/goals were created for beneficiaries.

Learn My Way
During 2020/21, DRC continued to be a member of the UK Online Centres Network and maintain its status as an accredited training centre for the delivery of interactive, web-based IT courses. With a further grant £8,000 from Good Things Foundation DRC supported:

- 113 clients to complete the online basic skills course via Learn My Way
- 100+ clients with a disclosed a disability and little or no IT-literacy to get online and access services and information for themselves.

This has helped clients who needed to feel safe and learn at their own pace, allowing them to advance to the higher skills when ready. The project officer has individualised his learning style depending upon the client's needs and skills. Referrals to the project have come via word of mouth and a lot of Learn My Way referrals come from client recommendations as well as though the normal referral processes of DRC, JCP and partner organisations.

Taster sessions were held virtually, due to the Pandemic, and the project officer telephoned clients to provide additional digital support where needed. Clients who completed the Learn My Way basic skills were able to do the following:

- Keeping your personal information safe online
- Online and mobile banking
- Make money work

INFORMATION, ADVICE AND HEALTH AND WELLBEING

Safe and Sound

During the year, DRC continued to receive grant funding from Birmingham City Council to deliver its Safe and Sound courses, supporting disabled people in Birmingham. Safe and Sound is a series of workshops which enhance life skills and improve the well-being of vulnerable adults with learning disabilities and long-term health conditions.

With COVID-19 resulting in the centre closing, all delivery from April 2020 moved to over the phone and online. This financial year, the project has seen fewer people in group sessions which has resulted in participants feeling more confident in smaller sessions, gaining confidence to make friends, receive peer support and actively contribute to the group. With all that has happened, Safe and Sound has continued to flourish over this past year and the project has adapted to the ever-changing climate to develop new ways of working and develop additional material to meet the needs of clients. This year has seen new ways of working that have enabled DRC to increase the reach of the project and reach those people who were not able to attend face-to-face groups. For example, those who would not normally leave the house have been able to access our courses and this has been greatly received.

This year the project has continued to provide 8-week programmes and individual workshops that allow participants to better understand and gain confidence in:

- Disability rights
- Hate crime and Safeguarding.
- First aid
- Mental well-being
- Safety in the home
- Personal safety when out and about
- Internet safety
- Safe relationships

Project achievements during the year included:

- Delivery of seven eight-week Safe & Sound courses to 67 people
- Provision of advocacy advice to 20 participants
- 14 volunteers supported the delivery of Safe & Sound
- 67 people reported that they felt safer in their homes and communities, felt less isolated, that they could lead healthier lifestyles, that they could manage their finances better, that they could deal with hate and mate crime and felt better informed to make positive life choices

Fuel and Energy Poverty work

During 2020/21, DRC continued to run two energy efficiency and advice projects throughout the financial year funded by grants from Energy Redress and Big Energy Saving Network via Citizens Advice with a value of £88,000 and £9,000 respectively.

The projects provided energy-related information and advice to disabled people and long-term health conditions and/or their carers. Households were able to receive 1:1 advice addressing fuel debt, benefit checks, income maximisation and fuel efficiency checks. For those at risk of self-disconnection, the project team were able to forge links with local organisations to support with the provision of emergency fuel vouchers to prepayment customers. As a result of this network, the team increased their exposure with foodbanks and other emergency COVID-19 response charities.

The team continued to deliver community workshops utilising a variety of virtual platforms such as Zoom and Microsoft Teams, utilising funding secured from Tesco in response to the pandemic. The team also continued to maintain links with other organisations who met online and successfully delivered workshops to their already established client groups.

The project continued to build on its existing platform for e-learning producing further modules for clients and frontline staff to access freely in their own time. The team extended their offer to frontline staff, acknowledging their continued face-to-face contact with vulnerable clients, and produced bespoke sessions for specific client groups where there was an increase in referrals eg children and young families and domestic abuse and refuge services.

Developing the project's online presence, and in conjunction with BESN, the team launched a successful campaign to support clients through the winter months. This increased exposure online and led to further promotion of Priority Services Register, Warm Home Discount, Big Difference, and the Water Assure Scheme.

The project's holistic approach meant the team were able to draw on internal expertise and increase internal referrals to IAG, Make It Click, Befriending, Counselling, Money Matters and Employability. This provided clients with access to multiple networks of support.

Networking with external partners allowed the team to continue to provide clients with energy efficiency solutions such as reflective radiator panels and LED lightbulbs and access to grants for provision of first-time central heating and boiler and radiator replacements. This had a significant impact for clients who would otherwise have been living in cold homes.

During the year, achievements of the project have included:

- 742 people supported directly through a mixture of telephone calls or through Zoom
- 1,757 people received basic energy messages through events, advertising, and social media
- 663 people were supported with in-depth advice as they were in serious situations
- 526 people received Health & Wellbeing checks through the pandemic

- 331 people received energy advice through online workshops
- The project helped people save £76,165 in utility bills
- The project helped to secure grants of over £10,856 for clients

Fit for Life pedal group master workshops across Birmingham and Wolverhampton including the walking group

DRC continued to run its Fit for Life programme through grant funding secured from Wolverhampton CCG, Eveson Charitable Trust, Peter Harrison Foundation, Baron Davenport Charity, George Fentham Birmingham Trust, Sports England, The John Avins Trust, and The Souter Trust which is designed to tackle health inequalities across Birmingham and Solihull and Wolverhampton. Targeted towards disabled people, frail older adults and those with long-term health conditions, Fit for Life provides sessions and workshops on a number of topics including:

- Healthy eating
- Condition management
- Managing pain and fatigue
- Reducing and managing stress
- Stopping smoking
- Accessing health and social care services

With support from our funders, a new walking/exercise group model was launched during the year comprising several walking groups throughout the West Midlands. The weekly walking groups consisted of a 40-minute walk followed by a 30-minute seated exercise session. The walks were fully inclusive and ranged from 0.5 to 2 miles in length. All participants had their performance tracked and were provided with certificates when reaching distance millstones. Refreshments and healthy snacks were also offered, creating a welcoming and inclusive environment for social interaction.

In addition to the walking groups, the second delivery format was through a weekly workshop (8 Weeks) covering a wide range of health and wellbeing topics such as healthy eating, relaxation, exercise, CBT, healthy socials and much more. External trainers were invited to deliver topics such as yoga, dance and sports activities. At the end of the eight-week programme, all participants receive an attendance certificate and programme literature.

During the pandemic and with the support from our funders and commissioners, sessions moved to a virtual platform. This created a big challenge as many participants had little or no IT knowledge. The virtual sessions started over a telephone conference platform whilst slowly developing participants' skills set to move them to a more interactive medium such as Zoom. Weekly welfare calls were also offered to those who chose not to participate. The new virtual sessions consists of social interaction and seated exercise, and all participants have found it a real lifeline and help to get through the last 12 months of the pandemic.

With additional funding from Sports England via Disability Rights UK a new fully inclusive online cycling activity was launched. 12 participants were provided with a pedal device, with ten other participants joining using their own equipment. These are weekly sessions delivered over Zoom whereby the coordinator shares their screen of a video cycle route which participants can follow along. The trail has music and speed changes that encourage participants to push their boundaries.

Overall, the following outcomes were achieved during the year:

- 146 people took part in Fit for Life courses
- 6 courses had 83 participants from Birmingham and Solihull and a further 3 courses benefitted 36 people in Wolverhampton
- A further 31 people have signed up and participated in walking groups facilitated by DRC in Erdington and a further 30 participated in our walking group in Kitts Green
- 98% of participants reported improvements in their health and well-being as a result of participating in our health and well-being projects.

Social and Leisure Activities (Birmingham and Solihull) coffee and art

DRC has continued to receive funding for social and leisure activities from a number of trusts, including the Bernard Piggott Charitable Trust, Grimmitt Trust, Warwickshire Masonic Charitable Association, Birmingham Airport Community Trust, George Henry Collins Charity, Cole Charitable Trust, Henry James Sayer Charity, Charles Brotherton Charitable Trust, Geoff Hill Trust, Stanley Smith Memorial Fund, Roger and Douglas Turner Charitable Trust, One Family Foundation, Carriers for Causes, Rowlands Trust, Tesco Bags of Help and Richard Kilcuppes Trust.

This has enabled DRC to offer two healthy and thriving Coffee Mornings run by volunteers where 50 people have regularly attended. In addition to this 40 people have attended DRC's art sessions. DRC's coffee morning is run by friendly volunteers and provides an opportunity for disabled people aged 18 and over to socialise, learn more about DRC's services although due to COVID-19 and the restrictions, the centre has been closed to staff and clients. DRC wanted to continue the coffee morning in some form as there was concern that most of the clients who attended would be shielding so the risk of isolation was high. This led to the coffee mornings being delivered on Zoom and they are now running them throughout the week. Feedback has been that this has been so beneficial for the clients as they were socially isolated which was having an effect on their mental wellbeing. The coffee and art group has been a great way for them to continue meeting friends and keeping a routine and normality.

The arts and crafts group, which continued to run virtually every Friday provides a supportive learning environment for disabled adults to develop basic arts and crafts skills. Participants are encouraged to express creativity and explore their passions through the medium of art.

These services address issues of social isolation, improve social connectivity, and provide beneficiaries with access to new skills and improved health and well-being. The Arts and Crafts group members have produced some exceptional artwork and participants report that they have increased confidence and reduced isolation as a result of attending the sessions. Due to COVID-19, this group was also moved online with arts and crafts materials mailed out to group members prior to them meeting virtually.

Information, Advice and Guidance Services

During 2020/2021, DRC has continued to operate a general information, advice and advocacy service for disabled people and their carers living in Birmingham, offering advice on: housing, debt management, welfare entitlements, equipment, personal assistance, transport, access issues, health and wellbeing, social and leisure activities, education and learning, employment and volunteering.

The service had been funded by Birmingham City Council and the National Lottery Community Fund. On 1 January 2020, DRC secured a new 3-year contract from Birmingham City Council, with a value of £425,985, to provide a service for individuals with newly acquired or deteriorating physical disabilities.

Birmingham City Council IAG Service
During the year, the service supported:

- 1,104 disabled people through the provision of general information to enable them to make informed decisions and choices
- 944 disabled people were supported with more in-depth advice and guidance sessions
- 268 disabled people have been supported to access other prevention services such as debt and fuel poverty advice

In addition:

- 104 disabled people were able to access information workshops
- 24 people have accessed advocacy support

In responding to COVID-19, this funding allowed us to move some of our advice online and to share basic information relating to welfare benefits. In doing this, 1,933 people received additional online information and advice. 71 clients accessed peer support and advice, where they were able to talk to likeminded people and receive addition peer support throughout the pandemic.

HELP! For Disabled People
Whilst DRC's 5 year Help for Disabled People project was due to end on 31 July 2020, the service was extended due to COVID-19 with additional funding of £48,272 being granted from the National Lottery Community Fund's Reaching Communities Emergency Funding Programme. During this period, DRC also secured an additional grant of £24,435 to provide additional capacity within our advice services to increase capacity during the pandemic through the National Emergencies Trust Disabled People's Organisations Fund. As DRC also administered this fund in the East and West Midlands, DRC's application was assessed by National Programme Partners (please see Voice and Representation below).

This year a total of 850 people were supported who have either been disabled, had a long-term health condition or were elderly. In particular, the advice team were able to support 691 people with tier 1 advice either over the phone, through social media, email and for the first part of the year via face-to-face intervention.

The service model was adapted due to COVID-19 and social restrictions, and the advice team were able to provide all information, advice and guidance over the phone or online. The team were unable to recruit volunteers or provide peer support due to restrictions and referrals to learning opportunities were also put on hold for the same reasons.

Specialist Enablement
DRC continued its partnership with BID services who are the lead contract holder on the Specialist Enablement service in Birmingham between ourselves and Focus Birmingham. This project has allowed DRC to continue to support disabled people through early intervention.

The service allows vulnerable people to make a contribution in their local communities, stay safe, live independently, improve their health and wellbeing and enhance their quality of life. During the year, the service supported 216 people and provided 1,127 hours worth of specialist advice.

Solihull Age UK Specialist Disability Advice

DRC continued to work with its partner Age UK Solihull to deliver a Specialist Disability advice service in Solihull as part of the Solihull Metropolitan Borough Council Commissioned Community Advice Hubs service. This additional funding has enabled DRC to expand its reach and increase its presence in the Solihull area. During the Pandemic, the Disability Caseworker has supported the emergency response of Age UK Solihull.

This demand led service provided both debt and benefit advice to disabled and vulnerable people. The service employs a full-time specialist adviser who works out of an outreach location through Age UK Solihull. This caseworker in in 2020 – 2021 assisted 85 clients directly linked to the project and assisted 239 clients on wider projects, all in all seeing 324 clients and helping those individuals claim £111,260.20 worth of benefits.

Carers Service

DRC continued to receive funding from Forward Carers with a contract value of up to £20,000 to deliver services for carers across Birmingham. The Forward Carers contract is contracted by Birmingham City Council for the carers' hub provision.

The project has supported 61 carers to complete carers' assessments and supported 71 carers with carer registrations.

COVID 19 Grants

During the year, DRC has worked particularly hard to make sure that our service users have been able to access our services as best as possible and minimise any disruption during the COVID-19 pandemic and resulting social restrictions.

In doing this DRC took on a new piece of work with Public Health Birmingham. This project brought in an additional resource and enabled DRC to work with some of the most vulnerable people in Birmingham. The projects specialised in working with people with diabetes, learning disabilities, COPD, Stroke, and Sight Loss and allowed DRC to reach out to people and support them in dealing with COVID-19, receive accessible information regarding Government announcements and guidance, lockdown information accessibility and advice and vaccination advice. The projects also sought to understand the impact of COVID-19 in these groups and their experiences of the pandemic so learning could be gained, and lessons learned. DRC were also able to reach out to key workers to understand and share their experiences of supporting people with these conditions during the pandemic.

A comprehensive list of 16 interview questions was designed with the aim of answering two key research questions:

1. What has life been like for people in these groups during COVID-19 and lockdown?
2. What are people in these groups' communication preferences and preferred ways of receiving information about COVID-19?

Research was then conducted with 51 individuals across the five groups in our contract Interviews were carried out via 1:1 phone and Zoom interviews which enabled participants to feel at ease in sharing their true thoughts and feelings about the issues that were being discussed. As a result of this work, DRC has:

- Produced three reports so far analysing and interpreting the research conducted and are currently in the process of finalising the fourth
- Shared these reports with Public Health and also have used them to inform communications

Moving out of the pandemic and into a recovery phase it is important to consider the dynamic changes that have occurred in people's outlooks and their mental and physical health as the pandemic has progressed. It is important that as time has moved on. This project has not only been vital in providing information onto Public Health Birmingham, but in also positioning DRC and its future services from its financial implication operational and strategic perspective.

In addition to the Public Health grants, DRC were also successful in securing an additional grant for £175,377 for a 6-month period from the National Lottery Community Funds COVID-19 Emergency Response Fund, including £48,272 for a 6-month extension for Help! for Disabled People project.

During the pandemic DRC were unable to carry out most trading activities including equality and diversity training, and disability equality training which would have generated in the region of £70,000 over the 6-month funding period of the grant in unrestricted income. The unrestricted income from the COVID-19 Emergency Response Fund enabled us to replace the income we lost during this period. Also, some regular supporters of DRC suspended their grant giving activities due to COVID-19 and thus we were unable to meet our funding requirements and continue delivery. This additional income enabled DRC to sustain current delivery in a crucial and uncertain time for our clients.

Voice and Representation

During 2020, DRC has been involved in 2 national, linked pieces of work through the Disabled Peoples Organisation movement (DPO). Firstly, a national network of DPO was successful in securing COVID-19 emergency funding from the National Emergencies Trust (NET) and DRC was selected as the lead DPO for the East and West Midlands regions in distributing this funding to other local DPOs. DRC researched DPOs in the East and West Midlands and promoted the funding available, supported with applications, assessed completed applications and is in the process of managing the grants made. In total, grants of £146,698 were made to 10 DRPs in the two regions. DRC received £24,000 to administer this grant funding across the East and West Midlands.

The same group of DPOs representing the regions of England were awarded funding through the National Lottery Community Fund to carry out research into the state of the DPO sector in England and again, DRC was the lead for this in the East and West Midlands receiving £8,400 to complete this project. This included carrying out desk-based research as to DPOs in each region, promoting an online questionnaire and carrying out a series of focus groups with representatives from DPOs. This research will be used to evidence the need for a new, national project to support the development of the DPO.

COMMERCIAL SERVICES

During the year, DRC has continued its contractual arrangement BCC Licensing Department to train Private Hire drivers in disability awareness and safeguarding as part of their licensing requirements. Due to COVID-19, no sessions were delivered between 11 March 2020 and 3 August 2020 and again between 17 December 2020 and 31 March 2021. During the year, training was delivered to a much-reduced number of just 100 delegates through the delivery of 14 socially-distanced sessions. All 100 passed the course.

Throughout the pandemic BCC licensing department has been closed and they can only be contacted via email. This has led to fewer drivers being able to apply for a taxi licence and therefore fewer drivers coming to us for the training.

Our income from this trading activity between April 2020 to March 2021 was £6,000.

Disability Confident

In June 2020, DRC was provided an opportunity to have a fully funded student Impact Internship for 3 months from the University of Birmingham who undertook market research into the Government's Disability Confident scheme to enable DRC to develop a business model for a new commercial disability confident support package.

Following this, DRC was successful in securing a grant and support package through The Social Enterprise Development Programme, with the support element being delivered by Equally Ours and funding coming from the Social Investment Business. The grant of £23,000 enabled us to employ the intern to continue to develop our training packages. The Social Enterprise Training Sessions aimed to provide key skills in setting up, researching, advertising, financing, and tracking development of new projects. The main sessions covered Business Planning and Product Development, Finance Planning and Costing Strategies, Branding and Marketing, and Social Impact Measurement. On top of these main sessions, the Social Enterprise Training Scheme has expanded to feature legal sessions from Herbert Smith Freehills. These sessions have covered Intellectual Property, Effective Legal Structures, Financial Crime Prevention, Contracts and E-Commerce.

FINANCIAL REVIEW

The financial results of DRC are detailed in the following pages. It is considered that the finances are sound and well established. The principal funding sources have included:

- 4 service level agreements with Birmingham City Council
- 2 grants from the Big Lottery Fund Reaching Communities Programme (including one to offset the loss of income due to the COVID-19 pandemic)
- Grants from Energy Redress, Henry Smith, Wolverhampton CCG and Caretech Foundation.
- Sub-Contracts with BID Services and Living Well Consortium

All expenditure of this income is planned to fulfil the objectives and strategies of the charity. During the year ended 31 March 2021 total resources expended were £1,146,730 (2020: £1,170,542) and the surplus of income over expenditure was £115,292 (2020: deficit of £42,264).

During the 2020/21 financial year, DRC secured more grant funding in the latter part of the year than it had done in previous years. The application of rules around income recognition of income (as governed by the Charities Statement of Recommended Practice 2019) have resulted in a position whereby income has been recognised in-year but some or all of the associated costs fall into the subsequent year. This has had the effect of increasing the reported net increase in funds and will have the opposite effect in the following year as the grants are expended.

The total funds carried forward at 31 March 2021 were £615,228, of which £435,097 related to unrestricted funds and £180,131 to restricted funds.

The principal risks and uncertainties include financial sustainability resulting from DRC's inability to trade at usual levels as a result of the COVID-19 pandemic and the markets DRC has traditionally operated within being impacted by BREXIT and the loss of European Funded Programmes alongside on-going public sector spending cuts. DRC has well developed plans and strategies in place to manage these risks and have allocated an appropriate level of resources to business development, income generation and fundraising activities.

Investment policy and powers
Aside from retaining a prudent amount in reserves each year most of the charity's funds are to be spent in the short term so there are few funds for long-term investment. Having considered the options available, the trustees have decided to continue to invest the small amount that it has available in a high interest deposit account.

Reserves policy and going concern
The trustees have examined the charity's requirements for reserves in light of the main risks to the organisation. It has established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets held by the charity should be between three and six months running costs. Reserves have been built up over recent years through planned operating surpluses which the charity hopes to maintain going forward. As at 31 March 2021, the level of unrestricted reserves was £435,097 (2020: £392,876). After making allowance for those unrestricted funds of £2,140 represented by fixed assets, the remaining free reserves of the charity at 31 March 2021 were £432,957 (2020: £423,364) which equates to 4.5 months of operating expenditure at current levels.

Plans for future periods
DRC has ambitious plans to grow its core activities outlined above in the forthcoming year. In line with its 3-Year Strategic Business Plan, plans have been developed to:

- Secure more public sector contracts in more areas of the Midlands, most notably the Black Country, Warwickshire, Worcestershire and South Staffordshire, and
- Research, develop and launch a new commercial enterprise building on DRC's track record as a Disability Confident Leader and deliverer of high quality disability equality training where profits can be utilised to deliver more core activities free at the point of delivery to disabled people.

Impact of COVID-19
COVID-19 has resulted in the closure of our centre and employees working from home. Existing Funders and Commissioners have been most receptive to conversations about how we can tailor our service to respond to clients' needs and provide support remotely utilising IT to be able to support vulnerable people and continue to give them support. Funding available has been tailored to provide more COVID related support, and we have secured some funding for zoom licenses and other IT equipment. We have also been fortunate enough to be awarded a grant of £175,000 from Big Lottery, providing a 6-month extension for our Help! for Disabled People service and also financial support relating to loss of income due to COVID. This has supported our cashflow during this uncertain time and meant that our staff can carry on supporting those vulnerable clients effectively. We have also received COVID-19 response funding from the National Emergencies Trust and from the Yardley Neighbourhood Network Grants Programme to enable us to support disabled and older people in most need during the pandemic.

Volunteer involvement
DRC would like to reflect the contributions made to the charity by its volunteers, members, friends, advisors and of course its trustees, the help of whom contributes greatly to enhance the work of the organisation and to whom we are most grateful. For example, this financial year DRC benefitted from 944 hours (2020: 2602) from 13 volunteers, which if valued at the ASHE median wage rate for Birmingham, would equate to £11,243 (2020: £31,432).

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document
DRC is a charitable company limited by guarantee, incorporated on 11 February 1992 and registered as a charity on 7 March 1994. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association and the policies made from time to time by the trustees. In the event of the company being wound up, members are required to contribute an amount not exceeding £1. Membership is open to disabled people and non-disabled people.

Appointment of Trustees
The directors of the company are also charity trustees for the purposes of charity law and under the company's Articles are known as members of the Management Committee. Under the requirements of the Memorandum and Articles of Association, the members of the Management Committee are elected to serve for a period of three years after which they must be re-elected at the next Annual General Meeting.

Andrew Beaton and Brigid Lawlor will retire by rotation at the next Annual General Meeting and, being eligible, offer themselves for re-election.

The nature of the charity's work is to provide information, advice and support services to disabled people, their families and carers living primarily in Birmingham, Solihull and the Black Country. The Management Committee seeks to ensure that the needs of this group are appropriately reflected through the diversity of the trustee body. The more traditional business skills are also represented on the Board of Trustees.

All members of the Management Committee are requested to undertake a skills audit to identify their skills and relevant experience (and update it each year). In the event of particular skills being lost due to retirements, individuals with similar skills are identified to offer themselves for election to the Board of Trustees.

Trustee induction and training

All trustees are familiar with the practical work of the charity having been encouraged to take up induction and on-going training including presentations on projects and services, governance training, disability equality training, a tour of DRC's premises and various Business Planning and Away Days.

Additionally, new trustees are invited and encouraged to attend a series of short training sessions to familiarise themselves with the charity and the context within which it operates. These are jointly led by the Chairperson of the Management Committee and the Chief Executive of the charity and cover:

- Governance Training including the obligations of Management Committee members and the main documents which set out the operational framework for the charity including the Memorandum and Articles of Association
- Financial planning including resourcing and the current financial position as set out in the latest published accounts
- Future plans and objectives, including the DRC's Strategic Business Plan and Service Delivery Plans

A Trustee Handbook is also available drawing information from the various Charity Commission publications signposted through the Commission's guide "The Essential Trustee" as a follow up to these sessions. This is distributed to all new trustees along with the Memorandum and Articles of Association, Scheme of Delegation, all key policy documents and the latest financial statements.

Organisation

DRC has a Management Committee of up to 11 members who meet bi-monthly and who are responsible for the strategic direction and policy of the charity. At present, the Committee has seven members – five of whom class themselves as disabled or having a limiting long-term health condition – from various professional backgrounds relevant to the work of the charity. The Company Secretary also sits on the Committee but has no voting rights.

A scheme of delegation is in place and day-to-day responsibility for the provision of the services rests with the Chief Executive. The Chief Executive is responsible for ensuring that the charity delivers the services specified and that key performance indicators are met. The Chief Executive also has responsibility for the day-to-day operational management of the organisation, individual supervision of the staff team and also ensuring that the team continue to develop their skills and working practices in line with good practice.

Related parties and co-operation with other organisations

None of the trustees receive remuneration or other benefit from their work with the charity. Any connection between a trustee or senior manager of the charity with a client or supplier must be disclosed to the full Board of Trustees in the same way as any other contractual relationship with a related party. Related party transactions in the current year are described in note 20 to the accounts.

Pay policy for senior staff
The Board of Trustees, together with the senior management team, comprise the key management personnel of the charity in charge of directing and operating the organisation on a day-to-day basis. No director received remuneration in the year, and details of directors' expenses and related party transactions are disclosed in note 20 to the accounts. The pay of senior staff is reviewed annually and normally increased in accordance with average earnings.

Risk management
The trustees have a risk management policy framework which comprises:

- An annual review of the principal risks and uncertainties that the charity faces
- The establishment of policies, systems, and procedures to mitigate those risks identified in the annual review
- The implementation of procedures designed to mitigate or manage any potential impact on the charity should those risks materialise

This work has identified that financial sustainability is the major financial risk for the charity. Key elements in the management of financial risk are a regular review of available liquid funds to settle debts as they fall due, regular liaison with the bank, and active management of operational debtor and creditor balances to ensure sufficient working capital by the charity.

Attention has also been focussed on non-financial risks arising from operational resilience. The impact of the COVID-19 pandemic has tested business continuity processes and DRC has adapted internally to be able to continue with service delivery given the disruptive events that have taken place. Future focus will apply to ensuring that operational resilience remains a top risk that is reviewed and controls tested to ensure that preparedness is at an acceptable level.

Statement of trustees' responsibilities
The trustees (who are also the directors of the charitable company 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), including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

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; 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 proper 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
Haines Watts Birmingham LLP were appointed at the Annual General Meeting.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on 21 September 2021 and signed on its behalf by:

Mr Timothy Philips
Chairperson

Mr David Lloyd
Treasurer

Report of the Independent Auditors to the Members of BIRMINGHAM DISABILITY RESOURCE CENTRE

Opinion

We have audited the financial statements of Birmingham Disability Resource Centre (the 'charitable company') for the year ended 31 March 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement 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 (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 incoming resources and application of resources, including its income and expenditure, for the year then ended;
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland'; and
- Have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for 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 auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable 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 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.

However, not all future events or conditions can be predicted. The COVID-19 viral pandemic is one of the most significant economic events for the UK with unprecedented levels of uncertainty of outcomes. It is therefore difficult to evaluate all of the potential implications on the entity's activities, funders, suppliers and wider economy. The Trustees' view on the impact of COVID-19 is disclosed in the Report of the Council.

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 trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and 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, 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.

Opinion 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 Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The Report of the Trustees has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

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 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 require for our audit; or
- the trustees were not entitled to take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

Responsibilities of trustees

As explained more fully in the Statement of Trustees Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, 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.

Our 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 a Report of the Independent Auditors 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 the 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:

We obtained an understanding of the legal and regulatory framework applicable to both the charitable company itself and the sector in which it operates. We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our sector experience and through discussion with the trustees and other management. The most significant were identified as the Companies Act 2006, the Charities Act 2011 and the Charities SORP (FRS102).

We considered the extent of compliance with those laws and regulations as part of our procedures on the related financial statements. Our audit procedures included:

- making enquires of management as to where they consider there to be a susceptibility to fraud and whether they have any knowledge or suspicion of fraud;
- obtaining an understanding of the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations;
- assessing the design effectiveness of the controls in place to prevent and detect fraud;
- assessing the risk of management override including identifying and testing journal entries;
- challenging the assumptions and judgements made by management in its significant accounting estimates.

Whilst our audit did not identify any significant matters relating to the detection of irregularities including fraud, and despite the audit being planned and conducted in accordance with ISAs (UK), there remains an unavoidable risk that material misstatements in the financial statements may not be detected owing to inherent limitations of the audit, and that by their very nature, any such instances of fraud or irregularity would likely involve collusion, forgery, intentional misrepresentations, or the override of internal controls.

Use of 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 so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Kevin Hodgetts (Senior Statutory Auditor)
for and on behalf of Haines Watts Birmingham LLP
5-6 Greenfield Crescent
Edgbaston
Birmingham
B15 3BE

11 October 2021

BIRMINGHAM DISABILITY RESOURCE CENTRE
(Company Limited by Guarantee)

Statement of Financial Activities
for the Year Ended 31 March 2021

	Note	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
Income from:					
Donations and legacies	3	60,070	-	60,070	9,008
Income from charitable activities	4	-	1,143,776	1,143,776	993,882
Income from trading activities	5	58,176	-	58,176	125,230
Investment income	6	-	-	-	158
Total income		118,246	1,143,776	1,262,022	1,128,278
Expenditure on:					
Costs of raising funds	7	76,025	-	76,025	46,774
Charitable activities	8	-	1,070,705	1,070,705	1,123,768
Other		-	-	-	-
Total expenditure		76,025	1,070,705	1,146,730	1,170,542
Net income/(expenditure) before transfers		42,221	73,071	115,292	(42,264)
Gross transfers between funds	22	-	-	-	-
Net movement in funds		42,221	73,071	115,292	(42,264)
Reconciliation of funds					
Total funds brought forward		392,876	107,060	499,936	542,200
Total funds carried forward	22	435,097	180,131	615,228	499,936

All of the charity's activities derive from continuing operations during the above two financial periods.

The notes on pages 28 to 38 form part of these financial statements.

BIRMINGHAM DISABILITY RESOURCE CENTRE
(Company Limited by Guarantee)

Statement of Financial Position
as at 31 March 2021

	Note	2021 £	2021 £	2020 £	2020 £
Fixed assets					
Tangible fixed assets	13		**2,140**		4,776
Fixed asset investments	14		-		97
			2,140		4,873
Current assets					
Debtors	15	**212,905**		213,710	
Cash at bank and in hand		**663,626**		396,289	
		876,531		609,999	
Creditors: amounts falling due within one year	16	**(263,443)**		(114,936)	
Net current assets			**613,088**		495,063
Creditors: amounts falling due after more than one year			-		-
Net assets			**615,228**		499,936
Funds of the charity:					
Restricted funds	21		**180,131**		107,060
Unrestricted funds	21		**435,097**		392,876
			615,228		499,936

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

The financial statements were approved by the Board of Trustees on 21 September 2021 and were signed on its behalf by:

Mr Timothy Phillips
Chairperson

Mr David Lloyd
Treasurer

Company registered number: 2897250

The notes on pages 28 to 38 form part of these financial statements.

BIRMINGHAM DISABILITY RESOURCE CENTRE
(Company Limited by Guarantee)

Cash Flow Statement
for the Year Ended 31 March 2021

	2020 £	2020 £
Net cash inflow/(outflow) from operating activities	**267,337**	(198,562)
Cash flow from investing activities		
Interest received	-	158
Net cash inflow from investing activities	**-**	158
Cash flow from financing activities		
Loan repayments	-	(25,000)
Net cash outflow from financing activities	**-**	(25,000)
Net increase/(decrease) in cash and cash equivalents	**267,337**	(223,404)
Cash and cash equivalents at start of year	**396,289**	619,693
Cash and cash equivalents at end of year	**663,626**	396,289

Notes to cash flow statement:
Reconciliation of net income/(expenditure) to net cash flow from operating activities

	2021 £	2020 £
Net (expenditure)/income for the year	**115,292**	(42,264)
Interest receivable	**-**	(158)
Depreciation	**2,636**	3,437
Impairment of investment	**97**	-
Decrease/(increase) in debtors	**805**	(166,088)
Increase/(decrease) in creditors	**148,507**	6,511
Net cash (outflow)/inflow from operating activities	**267,337**	(198,562)

Analysis of changes in net funds	**At 1/4/20 £**	**Cash flow £**	**At 31/3/21 £**
Net cash			
Cash at bank	396,289	267,337	663,626
Total	**396,289**	**267,337**	**663,626**

The notes on pages 28 to 38 form part of these financial statements.

1 Accounting policies

The accounting policies adopted in the preparation of these accounts are:

(a) Basis of accounting

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: 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 (FRS 102) (effective 1 January 2019)', the Charities Act 2011 and the Companies Act 2006. The financial statements have been prepared under the historical cost convention. The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

(b) Going concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for a period of 12 months from the date of authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

(c) Income recognition

All incoming resources are included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

Grants receivable

Government and other grants are included in the Statement of Financial Activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the balance sheet. Where income is received in advance of entitlement of receipt its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Donations

Donations are recognised on a receivable basis where there is certainty of receipt and the amount can be reliably measured. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

Donated services

Donated facilities and donated professional services are recognised in income at their fair value when their economic benefit is probable, it can be measured reliably and the charity has control over the item. Fair value is determined on the basis of the value of the gift to the charity. For example the amount the charity would be willing to pay in the open market for such facilities and services. A corresponding amount is recognised in expenditure.

1 Accounting policies (continued)

Gifts in kind
Fixed asset gifts in kind are recognised when receivable and are included at fair value. They are not deferred over the life of the asset.

Interest receivable
Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

Other income
Other income, including the hire of facilities, is recognised in the period it is receivable and to the extent the goods have been provided or on completion of the service.

Volunteer time
No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102). Further detail is given in the Trustees' Annual Report.

(d) Expenditure recognition
All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

Costs of generating funds

These are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

Charitable activities
These are costs incurred in activities undertaken to further the purposes of the charity and their associated support costs.

Governance costs
These include the costs attributable to the trust's compliance with constitutional and statutory requirements, including audit, strategic management and trustees' meetings and reimbursed expenses.

Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

(e) Fund accounting
Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the trust's work or for specific artistic projects being undertaken by the trust.

1 Accounting policies (continued)

(f) Allocation of support costs

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs and administrative payroll costs. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 8.

(g) Tangible fixed assets

Tangible fixed assets are stated at cost (or deemed cost) or valuation less accumulated depreciation and accumulated impairment losses. Cost included costs directly attributable to making the asset capable of operating as intended.

Tangible fixed assets with a cost greater than £1,000 and with an expected useful economic life of more than one year are capitalised.

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost, less estimate residual value, of each asset on a systematic basis over its expected useful life as follows:

Leasehold	- between 15% and 50% per annum on a straight line basis
Plant and	- 20% per annum on a straight line basis
Computer	- 25% per annum on a straight line basis

(h) Fixed asset investments

Fixed asset investments are stated at cost less provision for any permanent diminution in value.

(i) Pension benefits

The charity operates a defined contribution plan for the benefit of its employees. Contributions are expensed as they become payable.

(j) Operating lease rentals

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged against income on a straight line basis over the period of the lease.

(k) Taxation

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

(l) Debtors

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

(m) Creditors

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount to settle the obligation can be measured or estimated reliably. These are normally recognised at their settlement amount after allowing for any trade discounts due.

1 Accounting policies (continued)

(n) Volunteers

We would like to reflect within the notes to these financial accounts the immense contributions made to the association by our volunteers, helpful members, friends, advisors, patrons and of course our committee members, the help of whom contributes greatly to enhance the work of the association and to whom we are most grateful. We benefitted for example from over 140 hours (2020: 2,602) from 1 volunteer (2020: 11) which if valued at the ASHE median wage rate for Birmingham would equate to £2,006 (2020: £30,990).

2 Prior year Statement of Financial Activities (year ended 31 March 2020)

	Note	Unrestricted funds £	Restricted funds £	Total 2020 £	Total 2019 £
Income from:					
Donations and legacies	3	9,008	-	9,008	1,021
Income from charitable activities	4	-	993,882	993,882	1,012,560
Income from trading activities	5	125,230	-	125,230	95,794
Investment income	6	158	-	158	167
Total income		134,396	993,882	1,128,278	1,109,542
Expenditure on:					
Costs of raising funds	7	46,774	-	46,774	40,533
Charitable activities	8	126,323	997,445	1,123,768	1,014,391
Other		-	-	-	-
Total expenditure		173,097	997,445	1,170,542	1,054,924
Net income/(expenditure) before transfers		(38,701)	(3,563)	(42,264)	54,618
Gross transfers between funds	21	-	-	-	-
Net movement in funds		(38,701)	(3,563)	(42,264)	54,618
Reconciliation of funds					
Total funds brought forward		431,577	110,623	542,200	487,582
Total funds carried forward	21	392,876	107,060	499,936	542,200

3 Donations and legacies

	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
Gifts and donations	70	-	70	9,008
Grants	60,000	-	60,000	
	60,070	-	60,070	9,008

4 Income from charitable activities

	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
Disability services				
Grant income	-	1,143,776	1,143,776	993,882
	-	1,143,776	1,143,776	993,882
BCC - Adult Communities SLA				
Safe & Sound Project	-	58,968	58,968	59,950
Independent Living Service	-	122,103	122,103	81,583
Big Lottery Fund				
Help! For Disabled People	-	43,844	43,844	119,813
Building Connections Yardley	-	13,771	13,771	-
COVID	-	135,377	135,377	-
Other				
BCC - National Neighbourhood Scheme	-	328,586	328,586	230,983
BBO Bridges	-	25,236	25,236	138,727
Energy Projects Income	-	99,035	99,035	94,402
Connecting communities	-	-	-	65,963
Health & Wellbeing service	-	25,110	25,110	57,080
BBO Evolve	-	-	-	41,362
Journey to Work	-	69,167	69,167	37,661
Solihull Community Hub	-	25,839	25,839	17,435
Tinder Foundation	-	19,918	19,918	14,570
Caretech Positive Pathways	-	18,750	18,750	6,758
CMA RBS	-	17,436	17,436	-
Disability action	-	20,203	20,203	-
Inclusion London	-	25,600	25,600	-
Enterprise Development	-	11,500	11,500	-
Wellbeing of communities	-	27,576	27,576	-
Other grants	-	55,757	55,757	27,595
	-	1,143,776	1,143,776	993,882

5 Income from trading activities

	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
Commercial activities	58,176	-	58,176	125,230
	58,176	-	58,176	125,230

6 Investment income

	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
Deposit account interest	-	-	-	158

7 Costs of raising funds

	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
Staff costs	76,025	-	76,025	46,774
	76,025	-	76,025	46,774

8 Expenditure on charitable activities

	Disability services £	Total 2021 £	Total 2020 £
Operational and support costs			
Staff costs	573,672	573,672	738,928
Project costs	225,344	225,344	31,070
Motor and travel	360	360	13,534
Premises costs	72,538	72,538	92,130
Promotion and marketing	486	486	3,017
Depreciation	2,635	2,635	3,437
Supports costs (See note 9)	186,148	186,148	234,234
Governance costs (See note 9)	9,522	9,522	7,418
	1,070,705	1,070,705	1,123,768

9 Analysis of support and governance costs

	Basis of allocation	General support £	Governance function £	Total 2021 £	Total 2020 £
Administrative staff	Staff time	**29,360**	-	**29,360**	29,426
Training and recruitment	Staff time	**8,664**	-	**8,664**	18,034
Information technology	Usage	**11,536**	-	**11,536**	9,642
Insurance	Usage	**13,866**	-	**13,866**	11,368
General office costs	Usage	**36,430**	-	**36,430**	44,530
Audit fees	Governance	-	**3,500**	**3,500**	3,400
Accountancy services	Governance	-	**6,022**	**6,022**	4,018
Legal and other professional	Usage	**86,261**	-	**86,261**	121,013
Loan interest paid	Usage	-	-	-	-
Bank charges	Usage	**31**	-	**31**	221
		186,148	**9,522**	**195,670**	241,652

10 Net income/(expenditure) for the year

Net income/(expenditure) is stated after charging:	2021 £	2020 £
Operating lease charges - premises	**45,320**	**54,493**
Operating leases charges - other	**10,461**	**9,654**
Depreciation of tangible fixed assets	**2,635**	**3,437**
Auditors fees - audit	**3,500**	**3,400**
Auditors fees - other services	**6,022**	**4,018**

11 Trustee and key management personnel remuneration and expenses

The trustees neither received nor waived any remuneration during the year (2020 - £Nil). No trustees were reimbursed expenses during the year (2020 - one trustee reimbursed totalling £150 for travel costs).

The Charity considers its key management personnel comprise the Chief Executive Officer and the Head of Operations. The total amount of employee benefits received by key management personnel was £78,052 (2020 - £106,992).

12 Staff costs

	2021 £	2020 £
Gross salaries	**619,700**	748,945
National Insurance	**47,097**	52,540
Pension costs	**12,260**	13,643
Total	**679,057**	815,128

12 Staff costs (continued)

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2021	2020
£60,001 - £70,000	1	1

The average number of employees during the year was as follows:

	2021 No.	2021 FTE	2020 No.	2020 FTE
Executive management	6	4	7	6
General information service	9	7	11	9
Employment and training service	10	6	12	9
Business services, administration and support	5	3	5	2
	30	20	35	26

13 Tangible fixed assets

	Leasehold improvements £	Plant and furniture £	Computer equipment £	Total £
Cost				
As at 1 April 2020	69,997	23,258	18,327	111,582
Additions	-	-	-	-
Disposals	-	-	-	-
As at 31 March 2021	69,997	23,258	18,327	111,582
Depreciation				
As at 1 April 2020	66,156	22,419	18,231	106,806
Charge for the period	2,162	378	96	2,636
Released on disposal	-	-	-	-
As at 31 March 2021	68,318	22,797	18,327	109,442
Net book value				
As at 31 March 2021	1,679	461	-	2,140
As at 1 April 2020	3,841	839	96	4,776

14 Fixed asset investments

	Shares in group undertakings £
Cost	
At 1 April 2020	97
Impairment	(97)
At 31 March 2021	-

Shares in group undertakings represent the company's holding of 97% of the issued ordinary share capital of the dormant company, BDRC Enterprises Community Interest Company, an application to strike the company off the register was made prior to the year end and the company dissolved on 22 June 2021.

15 Debtors

	2021	2020
	£	£
Debtors from operations	87,842	126,728
Prepayments and accrued income	125,063	86,982
	212,905	213,710

16 Creditors: amounts falling due within one year

	2021	2020
	£	£
Creditors from operations	25,771	20,594
Taxation and social security	12,250	17,115
Accruals and deferred income	225,325	77,130
Other creditors	97	97
	263,443	114,936

Deferred income included above comprised:	2021	2020
	£	£
Deferred income b/f	30,124	40,390
Resources deferred in the year	56,674	30,124
Amounts released from previous years	(30,124)	(40,390)
Deferred income c/f	56,674	30,124

At the balance sheet date the charity was holding funds received in advance for services due to be delivered after the year end and for which entitlement to the income is not received until the service is delivered.

17 Commitments under operating leases

At the year end the charity was committed to making the following total future minimum operating lease payments under non-cancellable operating lease contracts:

	Land and buildings		Other	
	2021	2020	2021	2020
	£	£	£	£
Within one year	30,000	27,000	8,736	1,860
Within two to five years inclusive	-	30,000	34,944	-
In over five years	-	-	-	-
	30,000	57,000	43,680	1,860

18 Capital commitments

There were no capital commitments at either 31 March 2021 or 31 March 2020.

19 Contingent liabilities

There were no contingent liabilities at either 31 March 2021 or 31 March 2020.

20 Related party transactions

There were no related party transactions during the current and previous period.

21 Analysis of funds

	Opening balance £	Income £	Expenditure £	Transfers £	Closing balance £
Restricted funds					
Adult Communities SLA					
Safe & Sound Project	-	58,968	(47,093)	-	11,875
Independent Living Service	-	122,103	(122,103)	-	-
Big Lottery Fund					
Help! For Disabled People	32,180	43,844	(39,487)	-	36,537
Building Connections Yardley	-	13,771	(13,771)	-	-
COVID-19	-	135,377	(135,377)	-	-
Other					
BCC - National Neighbourhood Scheme	54,046	328,586	(294,052)	-	88,580
BBO Bridges	-	25,236	(25,236)	-	-
Energy Projects Income	-	99,035	(99,035)	-	-
Health & Wellbeing service	5,834	25,110	(30,944)	-	-
Journey to Work	15,000	69,167	(69,167)	-	15,000
Solihull Community Hub	-	25,839	(25,839)	-	-
Tinder Foundation	-	19,918	(19,918)	-	-
Caretech Positive Pathways	-	18,750	(18,750)	-	-
CMA RBS	-	17,436	(17,436)	-	-
Disability action	-	20,203	(20,203)	-	-
Inclusion London	-	25,600	(19,200)	-	6,400
Enterprise Development	-	11,500	(11,500)	-	-
Wellbeing of communities	-	27,576	(27,576)	-	-
Other grants	-	55,757	(34,018)	-	21,739
	107,060	1,143,776	(1,070,705)	-	180,131
Unrestricted funds					
General fund	392,876	118,246	(76,025)	-	435,097
	392,876	118,246	(76,025)	-	435,097
Total funds	499,936	1,262,022	(1,146,730)	-	615,228

21 Analysis of funds (continued)

Restricted general fund
Money given to the charity where the donor requires that a grant or donation be spent for a specific project.

Unrestricted general fund
The free reserves of the charity which are not designated for particular purposes.

Designated fund
Unrestricted income for which the trustees have designated a particular purpose.

22 Analysis of net assets between funds

Fund balances as at 31 March 2021 are represented by:

	Unrestricted funds	Restricted funds	Total funds
	£	£	£
Fixed assets	2,140	-	2,140
Current assets	669,100	207,431	876,531
Current liabilities	(236,143)	(27,300)	(263,443)
Balance as at 31 March 2021	435,097	180,131	615,228

23 Company limited by guarantee

The company is a charitable company limited by guarantee and not having a share capital. The guarantee of the members is limited to a contribution of £1 each in the event of the company being wound up whilst that person is a member or within one year of ceasing to be a member.