

DISABILITY INITIATIVE

England & Wales · Charity number 1049002

Details

Other names	DISABILITY INITIATIVE, DISABILITY INITIATIVE LIMITED
Status	Registered
Legal form	Charitable company
Company number	03029077
Registered	1995-09-04
Register	View on the Charity Commission register

Contact

Address	Resource Centre Knoll Road Camberley Surrey GU15 3SY
Phone	01276676302
Email	info@disabilityinitiative.org.uk
Website	www.disabilityinitiative.org.uk

Activities

Objects: THE CHARITY'S OBJECTS ARE RESTRICTED SPECIFICALLY IN EACH CASE ONLY FOR THE PUBLIC BENEFIT FOR:(1) THE PROMOTION OF RELIEF OF THOSE IN NEED BY REASON OF DISABILITY, HOWEVER CAUSED, OR OTHER DISADVANTAGE, AND THEIR INTEGRATION INTO THE COMMUNITY;(2) THE MAINTENANCE AND ADVANCEMENT OF THE HEALTH AND WELLBEING OF DISABLED PEOPLE.

Activities: DI provides support to people with physical disabilities and acquired brain injuries, enabling them to develop their abilities and to increase their participation, involvement and independence. DI works to build a person's confidence and self-esteem and develops strategies to prevent further disability or deterioration. This is achieved through a range services delivered from its centre in Surrey.

Classification

- **How:** Provides Human Resources, Provides Buildings/facilities/open Space, Provides Services
- **What:** Disability
- **Who:** People With Disabilities

Geography

- **Area of benefit:** NATIONAL
- Bracknell Forest
- Hampshire
- Surrey
- Windsor And Maidenhead
- Wokingham

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£811,289	£833,084	£993,619	20
2023-12-31	£359,137	£295,658	-	-
2022-12-31	£235,922	£246,896	-	-
2021-12-31	£690,654	£690,625	£1,023,787	13
2020-12-31	£305,138	£56,438	-	-

Trustees

Name	Role	Appointed
Sir Andrew Valentino Morris Sir	Chair	2019-06-24
Andrew Cochrane		2024-03-18
Dan Robinson		2025-09-19
Dominic Whittle		2022-12-05
ELIZABETH KENNEDY		2016-04-20
Geoff Bignell		2015-08-24
John Scott		2016-04-20
Marianne Caulder		2016-04-19
ROBERT NIGEL RICKETTS		2016-04-19

Accounts

Company Registration Number: 03029077
Charity Registration Number: 1049002

Disability Initiative

(a company limited by guarantee)

Annual Report and Financial Statements
for the year ended 31 December 2024



Disability Initiative
year ended 31 December 2024

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Disability Initiative
year ended 31 December 2024
Reference and Administrative Details

Chairman	Sir A V Morris
Chief Executive Officer	Lucy Brown
Trustees	Sir A V Morris Mr G Bignell Mrs M Calder Mr J Scott Mrs E Kennedy Mr R N Ricketts CBE Mr D Whittle Mr T Torrington – Resigned 12 March 2024 Mr A Cochrane – Appointed 18 March 2024
Principal Office and Registered Office	Resource Centre Knoll Road Camberley Surrey GU15 3SY
Company Registration Number	03029077
Charity Registration Number	1049002
Auditor	Branston Adams Suite 2 Victoria House South Street Farnham Surrey GU9 7QU
Bankers	Lloyds Bank PLC 19-23 Obelisk Way Camberley Surrey GU15 3SE Handlesbanken Bank PLC Building 4.3 Frimley Business Park Frimley Surrey GU16 7SG

Disability Initiative

year ended 31 December 2024

Chairman's Report

Chairman's Statement 2024: A Landmark 50th Anniversary

Dear Stakeholders and Supporters,

It is a profound privilege to present my Chairman's Statement for 2024, a landmark moment as Disability Initiative (DI) approaches its 50th anniversary. For almost five decades, DI has been dedicated to empowering adults with disabilities to live independent and fulfilling lives. This mission remains our guiding star. Over the past year, we have not only upheld it but also significantly deepened our impact through expanded services, fortified partnerships and enhanced organisational resilience. As we honour our rich history since 1975, we look to the future with unwavering confidence, bold ambition and immense gratitude to all involved with the Charity, past and present.

Governance and Board Development

Throughout 2024, the Board worked closely with our Executive team to ensure robust governance, strategic clarity and rigorous financial oversight. We were delighted to welcome Dr. Andrew Cochran as a new Trustee, whose expertise and fresh perspective have significantly strengthened our capacity. Our Finance Committee, now in its second year, has proven to be an invaluable asset, providing deeper financial transparency and accountability, and enabling the Board to continue making erudite decisions.

Financial Performance and Planning

Despite escalating cost pressures from recruitment, wage uplifts, and inflation, DI has made substantial strides in improving its financial position. While we closed the 2024 financial year with a modest operating deficit of £16,000, our overall cash flow remained positive, and we successfully achieved six consecutive months of operational surplus in the latter half of the year—a testament to prudent management and strategic adjustments.

People and Culture

Our people remain at the very heart of everything we do. In a sector still grappling with recruitment challenges, we are incredibly proud of our outstanding staff retention rates. Departures have largely reflected positive career advancements for our team members, underscoring the supportive environment and deeply meaningful work delivered daily. This high retention is a powerful endorsement of our culture, values and the dedication of our staff.

The Invaluable Role of Our Volunteers

Crucially, our extraordinary volunteers are invaluable. Their dedication amplifies our reach, brings diverse skills and perspectives and enriches the lives of those we support. From direct client engagement to fundraising efforts, offering specialised expertise, our volunteers embody the spirit of community and compassion. We are immensely grateful for their invaluable contributions, without which our impact would be significantly diminished.



Disability Initiative year ended 31 December 2024

Public Engagement

The year concluded with a series of high-profile events that significantly elevated DI's reputation and impact, including a Royal Visit from our Patron, in December by HRH The Duchess of Edinburgh. This pivotal event, also attended by the Director of the National Lottery Community Fund, the Deputy Mayor of Surrey Heath, and the Liberal Democrat MP for Surrey Heath, provided an invaluable platform.



It allowed us to showcase the remarkable success of our Adept project and the wider work of our dedicated team, strengthening relationships with key stakeholders, potential supporters, and future donors, thereby advancing DI's mission and broadening our influence. Subsequently, several national publications requested our comments, quotes, photos, and event details, leading to DI being prominently featured in multiple articles worldwide. Further, Buckingham Palace invited DI to contribute to a special feature and interviews marking the Duchess's 60th birthday in January.

The DI ADEPT Project

I am proud to highlight the successful completion of the second year of DI Adept, a transformative initiative made possible by the generous support of The National Lottery Community Fund. Over the past two years, DI Adept has profoundly deepened its impact, expanded our reach, and enabled us to deliver tailored programmes that precisely meet the unique needs, aspirations and strengths of the people we support. This initiative has become a cornerstone of our work, empowering individuals to build confidence, independence, and connection in ways that are both meaningful and lasting.

DI Adept continues to be a shared journey of connection, co-creation, and collaboration that demonstrates our dedication to system-level change. It ensures our impact extends beyond direct service delivery to foster a more inclusive and supportive community infrastructure for adults with disabilities and their careers, where clients, tutors, Keyworkers, and families work seamlessly to shape each programme. Sessions dynamically evolve to meet changing needs and personal goals, fostering inclusivity and actively creating societal participation. Through hands-on experience and guidance from DI's skilled Keyworkers, tutors develop a deeper insight into inclusivity that is carried forward into their wider practice.

Closing Remarks

My sincere thanks extend to my fellow Trustees, our visionary CEO Lucy Brown, and the entire staff team for their unwavering commitment to DI's mission and values. Together, we have taken significant strides in strengthening our governance, enhancing financial resilience, and strategically preparing the organisation for long-term success. As we look to the future, we remain resolutely focused on expanding our reach, deepening our impact, and ensuring that every person who connects with us continues to receive the compassionate and expert support that defines Disability Initiative.

Andrew Morris

Sir A V Morris
Chairman

Disability Initiative

year ended 31 December 2024

Trustees Report

Introduction

Disability Initiative (DI) is proud to present its Annual Report for the year 2024. In a time of mounting pressure on public services and ongoing economic uncertainty, Disability Initiative has remained a reliable and essential support for those most affected. Over the past year, we have continued to build on our long-standing commitment to empowering adults with disabilities through high-quality, person-centred care, while fostering a more inclusive and connected community.

The role of DI's Trustees remains central to this mission. Beyond governance, our Trustees provide strategic leadership and regular oversight, ensuring our organisation operates with integrity and efficiency. Through careful scrutiny of risk, ongoing evaluation of strategic plans, and stewardship of our financial and physical resources, the Board helps DI remain resilient and responsive in the face of continued external pressures. Their collaboration with the executive team has ensured that we continue to deliver services that are not only compliant and ethical, but deeply impactful.

Throughout 2024, we have continued to strengthen our network of support by working closely with expert tutors, local businesses, volunteers, and funders. Together, we deliver programmes and experiences that encourage independence, build confidence, and foster genuine community connection. Each outcome session, act of care and contribution of time or resource has helped create a more inclusive and person-focused local network.

This report is more than a summary of progress. It reflects the resilience, innovation, and shared commitment that drive our work forward. In the pages that follow, you will see how Disability Initiative has remained responsive and forward-looking, ensuring that our services continue to meet real needs in meaningful ways.

We are proud to share the story of this past year and remain committed to building a future where everyone, regardless of their circumstances, has the opportunity to learn, grow, and fully participate in their community.

DI ADEPT: Rebuilding Lives, Revitalising Communities

The DI ADEPT programme addresses a critical and growing need within the health and social care sector. Amidst widespread reductions in statutory support services and ongoing pressures on public sector finances, many disabled adults and their families have been left without adequate rehabilitation, personal care, or emotional support.



This unique initiative is not just about enhancing service delivery and well-being; it's about building community and support systems. DI ADEPT empowers individuals through client-centred programs, leverages local expertise, and acts as a catalyst for social connection, fostering a dynamic ecosystem where everyone can learn, grow, support and thrive.

By utilising a wide range of local external expert tutors, small businesses, sole traders and other organisations, they provide an average of 25.5 sessions per week, working alongside DI's Team, either within the DI Resource Centres or supported in the community, reaching over 90 people a week. These sessions are enhanced by DI's Keyworkers, who also cascade their learning and skills. Across all programmes, 90% of clients achieved their goals at or above the expected outcome, representing a 4% increase from 2023 and a strong indicator of continued impact and effectiveness.

As Clients learn and progress via the project, the curriculum is refined and adjusted accordingly. With the variety of programmes delivered and skill sets shared, people are very motivated by their accomplishments and desire to progress. This in turn creates a culture of continuous learning, wellbeing, a recognition of potential and a journey of discovery, which applies to all involved. Building on the success achieved through initial funding, we are now seeking sustainable support to ensure the DI ADEPT project continues to transform lives throughout 2026–2028 and drive positive change across the health and social care landscape.

Disability Initiative year ended 31 December 2024

In Kind Donations

We are incredibly thankful for the generous in-kind donations received throughout 2024, which have played a vital role in supporting our services and enhancing the well-being of our clients.

The Warburtons Foundation have kindly continued their donations of bakery products throughout 2024, which has made a meaningful difference in the lives of many DI clients experiencing food poverty. Their contributions ensured that a nutritious breakfast was available to all each day, with additional products offered for clients to take home. Surplus items were also donated to our local Homeless Hub, extending the impact even further.

We are also extremely grateful to Stream Shredding, who continue to generously support DI by facilitating the secure disposal of our recycling and confidential waste, entirely free of charge. Their in-kind contribution not only ensures we meet essential data protection and environmental standards but also saves us significant administrative and operational costs, as the cost of confidential waste removal ranges from £50 to £125 per month. This support allows us to redirect valuable resources toward frontline services, making a tangible difference in our ability to deliver impactful, person-centred care. We deeply value this ongoing partnership and the trust and generosity it reflects.

We are also grateful for a range of additional in-kind contributions that have greatly supported our operations and allowed us to focus more resources on delivering quality services to our clients.

Surrey Heath Borough Council has continued to support DI through subsidised parking arrangements and a generous peppercorn rent, easing the financial burden of maintaining accessible premises in a central location. This long-standing partnership reflects a shared commitment to inclusion and community-based support.

We also acknowledge the reduced maintenance and service costs provided for the Closomat facilities in our Resource Centre, a critical component in ensuring dignity and independence for clients with complex needs.

In addition, we are sincerely thankful to the Radcliffe Trust, whose continued funding has covered the insurance costs for our Fleet site, safeguarding a vital part of our infrastructure and enabling us to operate with greater financial stability. These contributions, though not always visible, are invaluable. They help sustain our day-to-day operations and reinforce the strong network of community partners who make our mission possible.

Carers' Evenings

In the face of increasing pressures on the health and social care system, informal carers are shouldering a heavier burden than ever. Many juggle full-time caregiving responsibilities with little opportunity for rest or personal fulfilment. This often comes at the expense of their mental and physical health. Nationally, nearly 5 million unpaid carers report rising levels of stress, exhaustion, and isolation (ONS, 2023). Recognising this urgent need, DI has continued to prioritise the wellbeing of carers through its Carers' Evenings. This is possible thanks to generous grant funding from The Leo Lion Foundation and the Community Foundation for Surrey.

Since 2022, Carers' Evenings have been held bi-monthly at DI Camberley. These events have become a lifeline for many carers. They offer vital respite from daily responsibilities in a supportive, creative, and welcoming environment. Sessions have included a wide range of activities. Examples are chocolate and candle making, art, movement and educational workshops. Each is designed to provide a balance of learning, personal growth and joy.

These evenings have consistently received outstanding feedback. Carers report that the sessions were not only fun and relaxing but also gave them the chance to explore new experiences and build new skills. One participant described them as "a fantastic night with great company," appreciating the break from routine and the chance to do something different. Others praised the strong sense of community, saying they valued the chance to



Disability Initiative year ended 31 December 2024

interact with others who understand the challenges of caregiving. The sessions also facilitated the development of robust peer support networks and enhanced self-esteem and resilience.

Over the last year, all sessions recorded 100% positive feedback. Carers consistently rated overall satisfaction at 5 out of 5, and 97.5% of participants said they were likely or extremely likely to recommend the events to other carers.

Participants highlighted three key benefits:

- The chance to learn new skills in a hands-on, relaxed environment
- Social connection and a sense of shared understanding
- Freedom to be creative and focus on themselves for a short while

Despite the success of the programme, growing demands on carers and cuts to public support services continue to make it difficult for them to find time for themselves. Many face increased pressure as health services and rehabilitation support becomes harder to access. A 2023 report by Carers UK found that 57% of carers frequently feel overwhelmed, and over a third (35%) struggle with their mental health - a significant rise from the previous year.

While DI's Carers' Evenings have helped alleviate these challenges, the need for sustainable and consistent support remains high. DI will continue to seek further funding for 2025 and beyond to ensure this essential programme can continue to serve as a source of rest, support and empowerment for carers in our community.

Environmental Responsibility

DI is committed to operating in an environmentally responsible manner and embedding sustainability into all aspects of our operations. Our approach reflects a strong commitment to both individual wellbeing and the health of our planet.

Key Environmental Highlights:

- **Sustainable Facilities:** All DI centres incorporate energy-efficient lighting, solar panels, water-saving fixtures and comprehensive recycling systems. These measures reduce energy use, conserve water and improve waste management.
- **Circular Economy Approach:** We prioritise the use of reusable and repairable adaptive equipment, reducing waste and extending the lifespan of our resources. Where equipment is beyond repair, we seek responsible disposal or donation options.
- **Eco-Friendly Outdoor Spaces:** Our accessible garden spaces support local biodiversity and organic food growing, encouraging client and community engagement with nature, sustainability and healthy eating.
- **Sustainable Procurement:** DI is committed to working with environmentally responsible suppliers and reducing carbon emissions through local recruitment, remote working options, and sustainable transport initiatives.
- **Ongoing Monitoring and Engagement:** Regular environmental audits, staff training, and community involvement underpin our culture of continuous improvement and transparency.

By integrating these practices, DI is actively contributing to a more sustainable future while enhancing the environments in which we deliver our services.

Financial Position

The charity reports a consolidated deficit for the year of -£22k (2023 = +£44k). 2023 benefited from an extraordinary legacy from a former volunteer of £80k; accordingly, we have managed to half the underlying trading deficit on our client services provision in this year. We are now moving closer to our key aim of establishing full cost recovery from the local authorities and hope to achieve that in 2025.

Disability Initiative year ended 31 December 2024

Whilst it is acceptable practice for a charity to rely on grants and donations to fund its services, the current economic backdrop continues to be a fundraising challenge. 13% of the charity's 2024 income is derived from grants, donations, and investment income.

Reserves

The charity's reserves stand at just under £1m as of 31st December 2024, including cash reserves at £383k. £136k of reserves derive from historical donations and grants and are allocated as restricted funds, whilst the trustees have also designated £146k towards maintaining the building, which is now 25 years old. Following an internal review of the expected maintenance and replacement costs of the charity's assets over the next 10 years, the trustees have committed to increasing the building maintenance fund by £20k a year over that period.

Unrestricted reserves are £700k, which includes the trustees' commitment fund of 3 months' operating costs, and this is sufficient to maintain the quality of services at the current standard to our existing client base for the foreseeable future. Our cash reserves are invested on a prudent basis, where we seek to achieve the maximum return for the minimal risk by using high-interest short, medium and long-term deposit accounts with reputable financial institutions.

Principal Risks and Going Concern

Our management and trustees continually monitor the potential micro and macro risks to the charity. We previously reported the introduction of a finance committee, which has been in operation for more than a year and has provided greater transparency of the charity's financial situation to the trustees. This has resulted in far greater and significantly more constructive input from the trustees into the direction of the organisation.

In addition to the quarterly finance committee and trustees' board meetings, the management and trustees conduct a strategic review every year, based on the past year's results and current geopolitical climate. Our findings plot the path ahead for the charity.

The charity's risk register, which covers an assessment of key risks, causes, consequences, likelihoods, and significance, is regularly monitored by management and continually referred to at board meetings.

The charity mostly depends on statutory income for its service contracts, as well as from some individuals directly. The charity is also reliant on government and other charitable organisations and initiatives, as well as donations from local companies and individuals, to meet its public benefit commitments. Sadly, the well-documented financial challenges of our local authorities are having a tangible impact on our ability to serve the local communities. Many individuals who are experiencing ill-health or disability are faced with major difficulties in accessing funding and access to the services they require, including DI.

These are very worrying times for the charity, but more so for those vulnerable adults and their families. Disability Initiative can only hope that the devolution and proposed unitary models will bring a sharper decision process that could significantly improve clients' ability to secure funding packages. This would allow us to focus on supporting the most vulnerable members of our society, reduce referral times, and expedite care to those who need it, ensuring early intervention and prevention.

Conclusion

This year's report reflects Disability Initiative's unwavering commitment to person-centred care, community partnership, and responsive, values-led service delivery. Across all programmes, from DI ADEPT to Carers' Evenings and beyond, our work has continued to empower individuals, strengthen social connection, and support those facing the daily challenges of disability, ill-health, and caring responsibilities.

Despite a complex and often unstable funding environment, DI has remained focused on outcomes, innovation and impact. We have achieved strong results across key service areas, seen improvements in client goal attainment, and benefited from the generosity of partners and supporters who enable us to stretch our resources further and reach more people in meaningful ways.

As always, it is the strength of our community, clients, carers, staff, trustees, volunteers, statutory authorities, local businesses and funders that sustains our mission. Together, we are creating more than just services; we

**Disability Initiative
year ended 31 December 2024**

are building a culture of dignity, opportunity, and mutual support. With continued collaboration and investment, we will keep working to ensure that everyone who connects with DI is met not only with compassion and care but with the tools, networks and belief to lead a life of purpose and possibility.

Statement of Trustee's Responsibilities

Disability Initiative year ended 31 December 2024

The trustees (who are also the directors of Disability Initiative for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must only approve the financial statements when they are satisfied that they give a true and fair view of the state of affairs of the charitable company, of its incoming and application of resources, including its income and expenditure. In preparing these financial statements, the trustees are required to:

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

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and 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.

Auditor

Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

The auditor is deemed to have been appointed in accordance with section 487 of the Companies Act 2006.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the trustees of the charity on 06/9/25 and signed on its behalf by:



Sir A V Morris
Chairman

Disability Initiative year ended 31 December 2024

Opinion

We have audited the financial statements of Disability Initiative (the 'charitable parent company') and its subsidiaries (the 'group') for the year ended 31 December 2024, which comprise the Consolidated Statement of Financial Activities, Consolidated Balance Sheet, , Balance Sheet, Consolidated Statement of Cash Flows and Notes to the Financial Statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is United Kingdom Accounting Standards, comprising Charities SORP - FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and applicable law (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and parent charity's affairs as at 31 December 2024 and of the group's results 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 and Charities Act 2011

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 group 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

We have nothing to report in respect of the following matters in relation to which the JSAs (UK) require us to report to you where:

- the trustees use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the group's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

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 auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

Independent Auditor's Report to the Members of Disability Initiative

Disability Initiative year ended 31 December 2024

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 Strategic Report and Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Strategic Report and 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 group and the parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Strategic Report and the Trustees' Report.

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

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

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities [set out on page 11], the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group's and the parent 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 group or the parent 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 JSAs (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.

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

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may

Independent Auditor's Report to the Members of Disability Initiative

Disability Initiative year ended 31 December 2024

involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the group's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the group's or the parent charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the group or the parent charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion.

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

Use of our report

This report is made solely to the charitable parent company's trustees, 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 group's trustees 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 parent company and its trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Mr Paul Adams

Statutory Auditor

Date 8 September 2025

For and on behalf of Branston Adams,
Suite 2
Victoria House
South Street
Farnham
Surrey
GU9 7QU

Consolidated Statement of Financial Activities

Disability Initiative
year ended 31 December 2024

Year ended 31 December 2024	Note	Unrestricted Funds	Restricted Funds	Total
Income and Endowments from:				
Donations and legacies	3	9,230	54,100	63,330
Charitable activities	4	737,668	-	737,668
Other income	5	10,291	-	10,291
Total income		757,190	54,100	811,290
Expenditure on:				
Raising funds	6	(119,204)	1,234	(117,970)
Charitable activities		(659,846)	(55,268)	(715,114)
Total expenditure	7	(779,050)	(54,034)	(833,084)
Net expenditure		(21,860)	66	(21,794)
Net movement in funds		(21,860)	66	(21,794)
Reconciliation of funds:				
Total funds brought forward		884,270	131,143	1,015,413
Total funds carried forward	25	862,410	131,209	993,619

Year ended 31 December 2023	Note	Unrestricted Funds	Restricted Funds	Total
Income and Endowments from:				
Donations and legacies	3	93,221	76,756	169,977
Charitable activities	4	654,734	-	654,734
Other income	5	20,708	-	20,708
Total income		768,663	76,756	845,419
Expenditure on:				
Raising funds	6	(115,253)	(3,286)	(118,539)
Charitable activities		(628,294)	(54,722)	(683,016)
Total expenditure	7	(743,547)	(58,008)	(801,555)
Net expenditure		25,117	18,748	43,864
Net movement in funds		25,117	18,748	43,864
Reconciliation of funds:				
Total funds brought forward		855,770	115,779	971,549
Total funds carried forward	25	884,270	131,143	1,015,413

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

The funds breakdown is shown in note 24.

Consolidated Balance Sheet

Disability Initiative
year ended 31 December 2024

	Note	2024 £	2023 £
Fixed Assets			
Tangible assets	14	601,964	644,940
Intangible assets	13	2,795	5,307
Heritage assets	15	4,600	4,600
		<u>609,359</u>	<u>654,848</u>
Current Assets			
Stocks	18	100	100
Debtors	19	98,125	116,213
Cash at bank and in hand	20	385,046	331,554
		<u>483,271</u>	<u>447,867</u>
Creditors: Amounts falling due within one year	21	(99,011)	(87,301)
Net Current Assets		<u>384,260</u>	<u>360,566</u>
Net Assets		<u>993,619</u>	<u>1,015,413</u>
Funds of the Group			
Restricted funds		137,778	151,724
Unrestricted funds		855,841	863,689
Total Funds	24	<u>993,619</u>	<u>1,015,413</u>

The financial statements on pages 10 to 27 were approved by the trustees and authorised for issue on 16/09/25 and signed on their behalf by:

Aidan Morris

Sir A V Morris
Chairman

Date:

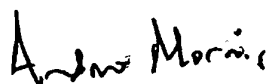
Disability Initiative
year ended 31 December 2024
 Balance Sheet – Registration number 03029077

		2024	2023
	Note	£	£
Fixed Assets			
Tangible assets	15	584,173	629,467
Heritage assets	16	4,600	4,600
Investments		100	100
		<u>588,873</u>	<u>634,167</u>
 Current Assets			
Debtors	20	157,322	209,253
Cash at bank and in hand	21	353,803	288,860
		<u>511,125</u>	<u>498,113</u>
 Creditors: Amounts falling due within one year	22	(33,875)	(33,305)
 Net Current Assets		<u>477,250</u>	<u>464,808</u>
 Net Assets		<u>1,066,123</u>	<u>1,098,975</u>
 Funds of the Group			
Restricted funds		137,778	151,724
Unrestricted funds		928,345	947,251
Total Funds	25	<u>1,066,123</u>	<u>1,098,975</u>

The Charity made a Loss for the financial year of £29,417 (2023 Profit : £63,478).

The financial statements on pages 10 to 27 were approved by the trustees, and authorised for issue on

06/09/25 and signed on their behalf by:



Sir A V Morris
 Chairman

Disability Initiative

year ended 31 December 2024

Notes to the Financial Statements

1. General Information

The charity is a private company limited by guarantee without share capital, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is The Resource Centre, Knoll Road, Camberley, Surrey, GU15 3SY.

The charity is a company limited by guarantee and has no share capital. In the event of the company being wound up, every member at that date and any member who has ceased to be a member in the previous twelve months will be liable to meet the net debts and liabilities (contracted before he or she ceases to be a member) up to a maximum contribution of £1.

2. Accounting Policies

Summary of significant account policies and key accounting estimates

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

Statement of compliance

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 (FRS 102 effective 1 January 2015 – Charities SORP), the Companies Act 2006 and the Charities Act 2011.

The charity constitutes a public benefit entity as defined by FRS102.

Basis of preparation

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Basis of consolidation

The financial statements consolidate the results and position of the subsidiary undertaking on a line by line basis in both the Statement of Financial Activities (including income and expenditure account) and the Balance Sheet. A separate Statement of Financial Activities and Statement of Cash Flows for the charity has not been presented because the group has taken advantage of the exemption afforded by section 408 of the Companies Act 2006.

Going Concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Income and endowments

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

Income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.

Legacy income is recognised when receipt is probable and entitlement is established.

Disability Initiative year ended 31 December 2024

Notes to the Financial Statements

Income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.

Income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted. The amounts shown in the accounts are net of VAT.

Interest income is recognised on a receivable basis.

Expenditure

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

Expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods. They do not include the costs of disseminating publicity and information about the charity's day-to-day disability services. These fundraising costs are:

- (i) always charged to Resources Expended as incurred even if some costs are attributable to projects for which grants or donations are promised in future accounting periods.
- (ii) allocated against funds received based on estimates of the time or resources spent on each fundraising project. Unattributable costs and general costs are charged to unrestricted funds.

Expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.

Other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

Most expenditure for the Group relates to charitable activities and consists of direct and indirect expenses of running services for the disabled clients at the Resource Centre in Surrey.

Support costs

Certain expenditure is directly attributable to specific activities and has been reported in those expenditure categories. Other support costs which are not attributable to any one activity are apportioned across expenditure categories on an appropriate basis. Staff costs are allocated on the basis of time estimates, property costs are allocated on the floor area utilised and other costs are allocated on estimates of usage.

Governance costs

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

Tangible fixed assets

All assets costing over £250 are considered for capitalisation subject to considerations as to the likely useful life of each item.

Disability Initiative year ended 31 December 2024

Notes to the Financial Statements

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses.

Heritage assets

Heritage assets are measured under the revaluation model and are revalued at each reporting date.

The very long expected lives of heritage assets, due to their natures, value and need to be protected and preserved means that depreciation is not material and is, therefore, not provided.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Therapy, office and IT equipment	Straight line over the estimated useful life of the asset
Building fixtures and equipment	Straight line over the estimated useful life of the asset
Leasehold building	Straight line over the period of the lease

Trade creditors

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

Fund Structure

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds set aside by the trustees for a particular purpose. The aims and uses of each designated fund are set out in the detailed notes to these 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 a particular purpose. Expenditure that meets these criteria is charged to each fund, together with the direct costs of raising such funds, as explained in the resources expended policy. The aims and uses of each significant restricted fund are set out in the detailed notes to these financial statements.

Pensions and other post retirement obligations

A defined contribution plan is a pension plan under which fixed contributions are paid into a pension fund and the company has no legal or contractual obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised as employee benefit expenses when they are due. If contribution payments exceed the contribution due for a service, the excess is recognised as a prepayment.

Financial instruments

Recognition and measurement

A financial asset of financial liability is recognised only when the charity becomes a party to the contractual provision of the instrument.

Disability Initiative year ended 31 December 2024

Notes to the Financial Statements

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Debt instruments are subsequently measured at amortised cost.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

Impairment

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

3. Income from donations and legacies

	Unrestricted General £	Restricted Funds £	Total 2024 £	Total 2023 £
Donations from companies, trusts and similar proceeds	9,230	54,100	63,330	169,977

4. Income from charitable activities

	Unrestricted Funds £	Total 2024 £	Total 2023 £
Provision of disability services	737,668	737,668	654,734

5. Other income

	Unrestricted Funds £	Total 2024 £	Total 2023 £
<u>Investment Income</u>			
Interest receivable and similar income	10,291	10,291	3,802
<u>Other Income</u>			
Rental Income	-	-	16,906
	<u>10,291</u>	<u>10,291</u>	<u>20,708</u>

Disability Initiative year ended 31 December 2024

Notes to the Financial Statements

6. Expenditure on raising funds

Costs of generating donations and legacies

	Note	Unrestricted Funds £	Restricted Funds £	Total 2024 £	Total 2023 £
Other direct costs of generating voluntary income		-	-	-	-
Raising Funds	8	119,204	(1,234)	117,970	118,539
		<u>119,204</u>	<u>(1,234)</u>	<u>117,970</u>	<u>118,539</u>

7. Expenditure on charitable activities

	Note	Unrestricted Funds £	Restricted Funds £	Total 2024 £	Total 2023 £
Provision of disability services		416,475	54,100	470,575	441,493
Allocated support costs	8	353,302	(66)	353,236	335,660
Governance costs	8	9,273	-	9,273	24,402
		<u>779,050</u>	<u>54,034</u>	<u>833,084</u>	<u>801,555</u>
Raising Funds		119,204	(1,234)	117,970	118,539
Services to Clients		659,846	55,268	715,114	683,016
		<u>779,050</u>	<u>54,034</u>	<u>833,084</u>	<u>801,555</u>

£731,579 (2023: £708,763) of the above expenditure was attributable to unrestricted funds and £69,976 (2023: £36,981) to restricted funds.

8. Analysis of governance and support costs

Support costs allocation

	Raising Funds £	Services to Clients £	Total 2024 £	Total 2023 £
Staff costs	66,079	99,118	165,197	160,640
Legal and professional	15,897	23,846	39,743	34,056
Premises and equipment maintenance	7,713	53,995	61,708	61,601
Other	4,743	33,202	37,947	33,551
Depreciation and disposals	18,345	29,876	48,221	38,631
Outings and catering	420	-	420	263
Bad debt provision	-	-	-	6,917
	<u>113,197</u>	<u>240,037</u>	<u>353,236</u>	<u>335,660</u>
Governance costs	4,773	4,500	9,273	24,402

	Unrestricted Funds £	2024	Total 2023 £
Audit & Accountancy of the financial statements	41,000	41,000	23,500
Governance expenses	273	273	902
	<u>41,273</u>	<u>41,273</u>	<u>24,402</u>

Disability Initiative year ended 31 December 2024

Notes to the Financial Statements

Trustees expenses consists of £260 (2023: £495 for trustees' meeting expenses)

Net incoming /outgoing resources

Net outgoing resources for the year include:

	2024	2023
	£	£
Amortisation of fixed assets	2,512	1,769
Depreciation of fixed assets	42,029	36,862

9. Trustees remuneration and expenses

No remuneration was paid to the trustees in either year and nor were any travel expenses reimbursed to any trustees. Expenses relating to trustee's meetings and trustee training costs are shown under governance costs. See note 8.

10. Staff Costs

The aggregate payroll costs were as follows:

	2024	2023
	£	£
Wages and salaries	465,788	441,526
Social security costs	37,840	37,877
Pension costs	20,862	25,225
Staff training and recruitment	7,206	6,497
	<u>531,696</u>	<u>511,125</u>

Employee costs, including pension costs, are split between activities based on the number of sessions provided to clients.

The monthly average number of persons (including senior management team) employed by the group during the year expressed as full-time equivalents were as follows:

	2024	2023
Disability services	16	14
Management and administration	4	3
	<u>20</u>	<u>17</u>

The total employee benefits of the key management personnel of the group were £161,564 (2023: £115,823).

11. Auditor's remuneration

	Group		Charity
	2024	2023	2024
	£	£	£
Audit of the financial statements	9,000	9,000	4,500
			<u>4,500</u>

12. Taxation

The group is a registered charity and is therefore exempt from taxation.

Disability Initiative
year ended 31 December 2024
Notes to the Financial Statements

13. Intangible fixed assets

Group	Software £	Total £
Cost		
At 1 January 2024	16,776	16,776
Additions	-	-
Transfers	-	-
At 31 December 2024	16,776	16,776
Depreciation		
At 1 January 2024	11,468	11,468
Charge for the year	2,512	2,512
At 31 December 2024	13,980	13,980
Net book value at 31 December 2024	2,795	2,795
Net book value at 31 December 2023	5,307	5,307

Charity	Software £	Total £
Cost		
At 1 January 2024	-	-
Additions	-	-
Transfers	-	-
At 31 December 2024	-	-
Depreciation		
At 1 January 2024	-	-
Charge for the year	-	-
At 31 December 2024	-	-
Net book value at 31 December 2024	-	-
Net book value at 31 December 2023	-	-

Disability Initiative year ended 31 December 2024

Notes to the Financial Statements

14. Tangible fixed assets

Group	Land and Buildings £	Building Improvements £	Furniture and Equipment £	* IT Equipment £	Total £
Cost					
At 1 January 2024	539,229	-	776,301	39,471	1,355,001
Additions	-	-	-	2,731	2,731
Disposals	-	-	(30,674)	(41,120)	(71,794)
Transfers	16,260	567,797	(610,687)	26,630	-
At 31 December 2024	555,489	567,797	134,940	27,712	1,285,938
Depreciation					
At 1 January 2024	113,325	-	560,989	35,745	710,059
Charge for the year	27,952	23,782	(12,325)	2,786	42,195
Elimination on Disposal	-	-	(29,171)	(39,109)	(68,280)
Transfer	27,927	381,922	(434,372)	24,523	-
At 31 December 2024	169,204	405,704	85,121	23,945	683,974
Net book value at 31 December 2024	386,285	162,093	49,819	3,766	601,964
Net book value at 31 December 2023	425,904	-	215,311	3,725	644,940
Charity					
Cost					
At 1 January 2024	539,229	-	702,597	39,471	1,281,297
Additions	-	-	-	-	-
Disposals	-	-	(26,546)	(24,448)	(50,994)
Transfers	16,260	567,797	(578,386)	(5,671)	-
At 31 December 2024	555,489	567,797	97,665	9,352	1,230,303
Depreciation					
At 1 January 2024	113,325	-	502,761	35,745	651,831
Charge for the year	27,952	23,782	(10,402)	1,011	42,343
Elimination on Disposal	-	-	(25,081)	(22,961)	(48,042)
Transfer	27,927	381,922	(404,664)	(5,185)	-
At 31 December 2024	169,204	405,704	62,614	8,609	646,130
Net book value at 31 December 2024	386,285	162,093	35,051	743	584,173
Net book value at 31 December 2023	425,905	-	199,837	3,726	629,467

Included within the net book value of land and buildings above is £386,286 (2023: £425,905) in respect of leaseholds.

The leasehold building is the Resource Centre in Camberley, which is stated at historical costs less depreciation. The lease of the land for the Centre is for a period of 99 years, expiring on 26 January 2099. The annual ground rent amounts to £3,500.

Disability Initiative year ended 31 December 2024

Notes to the Financial Statements

15. Heritage assets

Group and Charity	Jewellery £	Total £
Valuation		
At 1 January 2024	4,600	4,600
At 31 December 2024	4,600	4,600
Depreciation	-	-
Net book value at 31 December 2024	4,600	4,600

The asset was professionally valued on donation and the trustees review this at each year end. There have been no additions or disposals of heritage assets in the last 5 years.

16. Subsidiary undertaking – Disability Initiative Services Ltd

The charity's wholly owned trading subsidiary, Disability Initiative Services Ltd (DIS), is a company incorporated in England with the company number 02915444. The registered office is Resource Centre, Knoll Road, Camberley, Surrey, GU15 3SY. The share capital, comprising of 100 Ordinary £1 shares was purchased at a cost of £100 and was held by the charity throughout the year. The shares are shown at cost value in the accounts.

DIS provides services to disabled people in the Resource Centre in Camberley, Surrey. It funds its activities by selling sessions to social services, health organisations and private individuals. When DIS earns any profit above a basic minimum threshold required for the continued maintenance of its working capital and operations, it pays the profit to the charity by gift aid. DIS also operates some services including payroll on behalf of DI and these are recharged to DI by DIS.

DIS has been included on the consolidated accounts and a summary of its individual trading results is shown below:

	2024 £	2023 £
Turnover from provision of Disability Services	548,727	496,160
Other Income	121	122
Operational and administrative expenses	(537,792)	(515,897)
Operating profit / (loss)	11,056	(19,615)
Retained in the subsidiary	11,056	(19,615)
Fixed assets	20,584	20,783
Current assets	109,262	136,065
Current liabilities	(202,252)	(240,309)
Net assets	(72,406)	(83,462)
Aggregate share capital and reserves	(72,406)	(83,462)

Disability Initiative
year ended 31 December 2024

Notes to the Financial Statements

17. Results of the parent undertaking

The gross income and result of the parent charity excluding those of its subsidiary were as follows:

	2024 £	2023 £
Total income	274,441	390,986
Net movement in funds	29,483	63,478

18. Stock

	Group		Charity	
	2024 £	2023 £	2024 £	2023 £
Stock	100	100	100	100

19. Debtors

	Group		Charity	
	2024 £	2023 £	2024 £	2023 £
Trade debtors	47,801	88,818	15,614	22,691
Due from group undertakings	-	-	137,116	234,250
Prepayments	50,325	27,396	4,592	250
	98,125	116,214	157,322	257,191

20. Cash and cash equivalents

	Group		Charity	
	2024 £	2023 £	2024 £	2023 £
Cash in hand	989	1,311	560	602
Cash at bank	384,056	330,243	353,243	288,259
	385,046	331,554	353,803	288,861

21. Creditors: amount falling due within one year

	Group		Charity	
	2024 £	2023 £	2024 £	2023 £
Trade creditors	18,682	10,079	-	600
Other taxation and social security	35,495	32,188	(9)	-
Other creditors	3,500	13	3,500	-
Accruals & deferred income	41,334	45,021	30,384	32,704
	99,011	87,301	35,875	33,304

Disability Initiative
year ended 31 December 2024

Notes to the Financial Statements

22. Pension and other schemes

The group operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the group to the scheme and amounted to £20,862 (2023: £25,225).

23. Commitments

Charity

The charity had total commitments under non-cancellable operating leases for the Resource Centre as set out below:

	2024	2023
	£	£
No later than one year	3,500	3,500
Later than one year and no later than five years	14,000	14,000
Later than five years	241,500	245,000

Disability Initiative
year ended 31 December 2024

24. Funds

Group	Balance at 1 January 2024	Incoming Resources	Resources Expended	Balance at 31 December 2024
	£	£	£	£
<u>Unrestricted Funds</u>				
General	751,282	757,188	(799,048)	709,422
Designated maintenance fund	112,407	34,012	-	146,419
Total unrestricted funds	863,689	903,607	(911,455)	855,841
<u>Restricted Funds</u>				
Buildings	88,410	-	(16,779)	71,631
Rehabilitation project – community fund	1,208	-	(1,208)	-
Motomeds	2,789	2,806	-	5,595
Solar Panels	10,080	-	-	10,080
TNLCF Restricted Fund	8,333	50,000	(50,000)	8,333
CFS Grant - Carers Evenings	8,208	2,500	(2,500)	8,208
Garden	20,053	-	(1,644)	18,409
Power Chair	6,430	-	-	6,430
Other projects and equipment	6,213	2,879	-	9,092
Total restricted funds	151,724	58,185	(72,131)	137,778
Total funds	1,015,413	961,792	(983,586)	993,619

Group	Balance at 1 January 2023	Incoming Resources	Resources Expended	Balance at 31 December 2023
	£	£	£	£
<u>Unrestricted Funds</u>				
General	715,771	771,382	(735,871)	751,282
Designated maintenance fund	140,000	-	(27,593)	112,407
Total unrestricted funds	855,771	771,382	(763,464)	863,689
<u>Restricted Funds</u>				
Buildings	76,626	14,430	(2,646)	88,410
Rehabilitation project – community fund	8,983	-	(7,775)	1,208
Motomeds	1,420	2,298	(929)	2,789
Solar Panels	-	11,200	(1,120)	10,080
TNLCF Restricted Fund	8,333	50,000	(50,000)	8,333
CFS Grant - Carers Evenings	-	12,500	(4,292)	8,208
Garden	20,242	-	(189)	20,053
Power Chair	-	7,348	(919)	6,430
Other projects and equipment	173	8,111	(2,071)	6,213
Total restricted funds	115,778	105,887	(69,940)	151,724
Total funds	971,549	877,269	(833,404)	1,015,413

Notes to the Financial Statements

Disability Initiative
year ended 31 December 2024

Charity	Balance at 1 January 2024	Incoming Resources	Resources Expended	Balance at 31 December 2024
	£	£	£	£
<u>Unrestricted Funds</u>				
General	834,844	220,341	(273,259)	781,926
Designated maintenance fund	112,407	34,012	-	146,419
Total unrestricted funds	947,251	366,760	(385,666)	928,345
<u>Restricted Funds</u>				
Buildings	88,410	-	(16,779)	71,631
Rehabilitation project – community fund	1,208	-	(1,208)	-
Motomeds	2,789	2,806	-	5,595
Solar Panels	10,080	-	-	10,080
TNLCF Restricted Fund	8,333	50,000	(50,000)	8,333
CFS Grant - Carers Evenings	8,208	2,500	(2,500)	8,208
Garden	20,053	-	(1,644)	18,409
Power Chair	6,430	-	-	6,430
Other projects and equipment	6,213	2,879	-	9,092
Total restricted funds	151,724	58,185	(72,131)	137,778
Total funds	1,098,975	424,945	(457,797)	1,066,123

Charity	Balance at 1 January 2024	Incoming Resources	Resources Expended	Balance at 31 December 2024
	£	£	£	£
<u>Unrestricted Funds</u>				
General	779,719	285,099	(229,974)	834,844
Designated maintenance fund	140,000	-	(27,593)	112,407
Total unrestricted funds	919,719	285,099	(257,567)	947,251
<u>Restricted Funds</u>				
Buildings	76,626	14,430	(2,646)	88,410
Rehabilitation project – community fund	8,983	-	(7,775)	1,208
Motomeds	1,420	2,298	(929)	2,789
Solar Panels	-	11,200	(1,120)	10,080
COVID	-	-	-	-
TNLCF Restricted Fund	8,333	50,000	(50,000)	8,333
CFS Grant - Carers Evenings	-	12,500	(4,292)	8,208
Garden	20,242	-	(189)	20,053
Integrated Pathway	-	-	-	-
Hampshire Workforce	-	-	-	-
SCC Omicron Fund	-	-	-	-
Power Chair	-	7,348	(919)	6,430
Other projects and equipment	173	8,111	(2,071)	6,213
Total restricted funds	115,778	105,887	(69,940)	151,724
Total funds	1,035,497	390,986	(327,507)	1,098,975

Notes to the Financial Statements

The specific purposes for which the funds are to be applied are as follows:

Disability Initiative year ended 31 December 2024

Restricted Funds

- a) **Buildings:**
All other restricted grants and donations relating to the original constructions cost of the Resource Centre are held within this fund. These appeals are now closed. All outgoings relate entirely to depreciation.
- b) **Rehabilitation Project – Community Fund:**
In 2001, the Charity embarked upon a project for the establishment of a Specialist Rehabilitation service. Project funding came to an end in February 2004. Since, some of the funding was spent on capital equipment, depreciation charges will continue to be made against the fund until the fund is fully utilised.
- c) **Motomeds:**
During 2015 the Charity received fund for the purchase of 3 Motomed devices and related accessories. These funds are to be held in a separate restricted fund until the equipment has been fully depreciated or disposed of.
- d) **Other projects and equipment:**
As part of its continuing work, the charity seeks support from both the general public and other donors in the financing of its activities and its specialist equipment. When funds are received in response to specific requests, they are held in separate restricted funds until they have been spent or, if a fixed asset is purchased, until that asset has been fully depreciated.

Unrestricted Funds

Within the unrestricted funds, in view of the expected maintenance needs of the Resource Centre over the short to medium term, the trustees have elected to maintain a designated fund to represent the cash set aside to meet these future costs as they arise.

25. Analysis of net assets between funds

Group	Unrestricted funds	Restricted funds	Total funds
	£	£	£
Tangible fixed assets	404,736	197,228	601,964
Intangible fixed assets	2,795	-	2,795
Heritage assets	4,600	-	4,600
Current assets	483,271	-	483,271
Current liabilities	(99,011)	-	(99,011)
Total net assets	796,391	197,228	993,619

Charity	Unrestricted funds	Restricted funds	Total funds
	£	£	£
Tangible fixed assets	386,945	197,228	584,173
Heritage assets	4,600	-	4,600
Investments	100	-	100
Current assets	511,125	-	511,125
Current liabilities	(33,875)	-	(33,875)
Total net assets	868,895	197,228	1,066,123

Notes to the Financial Statements

26. Detailed Profit and Loss – Charity only

Accounts

Company Registration Number: 03029077
Charity Registration Number: 1049002

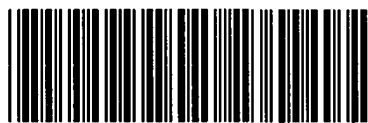
Disability Initiative

(a company limited by guarantee)

Annual Report and Financial Statements
for the year ended 31 December 2023



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Disability Initiative
year ended 31 December 2023

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Disability Initiative
year ended 31 December 2023
Reference and Administrative Details

Chairman	Sir A V Morris
Chief Executive Officer	Lucy Brown
Trustees	Mr G Bignell Mrs M Calder Mr J Scott Mrs E Kennedy Sir A V Morris Mr R N Ricketts CBE Mr D Whittle Mr T Torrington – Resigned 11 December 2023 Mr A Cochrane – Appointed 18 March 2024
Principal Office and Registered Office	Resource Centre Knoll Road Camberley Surrey GU15 3SY
Company Registration Number	03029077
Charity Registration Number	1049002
Auditor	Branston Adams Suite 2 Victoria House South Street Farnham Surrey GU9 7QU
Bankers	Lloyds Bank PLC 19-23 Obelisk Way Camberley Surrey GU15 3SE Handlesbanken Bank PLC Building 4.3 Frimley Business Park Frimley Surrey GU16 7SG

Disability Initiative year ended 31 December 2023

Chairman's Report

Dear Shareholders, Stakeholders and Supporters

It brings me immense pleasure to present to you my Chairman's Statement for the 2023 Annual Report. This year has been marked by exceptional progress and notable achievements in our ongoing commitment to empowering individuals with disabilities and fostering a more inclusive society.

First and foremost, I am thrilled to announce the successful completion of our inaugural year of DI Adept, a transformative initiative made possible through the generous funding from The National Lottery Community Fund. DI Adept has not only expanded our reach but has also allowed us to develop tailored programs and services that cater to the diverse needs of individuals with disabilities, empowering them to lead fulfilling lives.

Throughout the year, we undertook significant organisational improvements to enhance our efficiency and effectiveness. This included the update of our Job Classification process, ensuring that roles within our organization are accurately defined and aligned with our mission. Additionally, we restructured our Fleet service to optimise resources and improve accessibility for our clients.

A key highlight of the year was the comprehensive overhaul of our finance department's systems, procedures, and structures. This initiative has strengthened our financial management practices, ensuring transparency, accountability, and compliance with regulatory standards. This reflects our commitment to sound governance practices.

Furthermore, we have made substantial investments in sustainability initiatives, including the installation of solar panels at our Camberley and Fleet locations. Not only have these initiatives reduced our carbon footprint and energy bills, but they have also increased our operational efficiency, contributing to our broader commitment to environmental stewardship.

In response to the evolving threat landscape, we prioritised cybersecurity measures and investing in training and implementing robust protocols. We have also fortified our defences against cyber threats, safeguarding our operations and sensitive data.

Our dedication to enhancing the quality of life for individuals with disabilities is reflected in the myriad of partnerships and initiatives we have forged throughout the year. The generous legacy received from a former volunteer and funds raised from events like the Swinley Golf Day have allowed us to invest in essential projects and infrastructure enhancements, ensuring that our facilities are accessible and inclusive for all.

Moreover, our commitment to fostering community engagement and support remains unwavering. Initiatives such as the Carers Gathering Grant, generously provided by the Leo Lion Foundation, have enabled us to provide vital support and resources to caregivers, ensuring they receive the assistance they need to fulfill their invaluable role.

I am particularly proud of the significant impact we have made on the lives of our clients. Through our programs and services, we have provided over 10,000 breakfasts to individuals in need, thanks to our partnership with the Warburtons Foundation. Additionally, initiatives like the DaVinci Foundation wheelchair purchase and Axians mentoring for management have empowered our clients and staff alike, enabling them to achieve their goals and reach their full potential.

One heartwarming example of our clients' resilience and determination is the story of two sons who walked the three peaks and raised £3,000 for DI. Their remarkable efforts serve as a testament to the transformative impact of our programs and the unwavering support of our community.

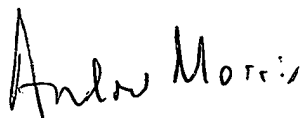
As we reflect on the past year, we are deeply grateful for the dedication and hard work of our staff, trustees, partners and supporters, whose unwavering commitment has been instrumental in our success. Together, we have achieved remarkable progress in advancing our mission of inclusivity, accessibility, and empowerment.

Disability Initiative
year ended 31 December 2023

We bid a fond farewell to Trevor Torrington, who has emigrated. We would like to say a huge thank you for his expertise and dedication to DI during his time as a Trustee.

Looking ahead, we remain steadfast in our commitment to serving individuals with disabilities and championing their rights. With your continued support, we are confident that we will continue to make significant strides towards a more inclusive and equitable society.

Thank you for your ongoing support and commitment to our shared vision

A handwritten signature in black ink that reads "Andrew Morris". The signature is written in a cursive style with a large initial 'A'.

Sir A V Morris
Chairman

Disability Initiative year ended 31 December 2023

Trustees Report

Introduction

Disability Initiative (DI) is proud to present its Annual Report for the year 2023. Throughout this year, we have remained steadfast in our commitment to empowering individuals with disabilities, fostering inclusivity and advocating for a more accessible society.

The responsibility of Trustees at Disability Initiative extends beyond oversight to actively reviewing the organisation's strategy, standards, and risks. Trustees play a crucial role in ensuring that the executive team has clear guidance and robust support to maintain an outstanding level of service. By regularly evaluating strategic plans and operational standards, Trustees help align DI's objectives with its mission. They also assess potential risks and analyse mitigation strategies to safeguard the charity's resources and reputation. This comprehensive oversight ensures that the charity operates efficiently, ethically, and sustainably, ultimately enhancing its ability to deliver exceptional services to individuals with disabilities.

The Fleet DI Satellite service in the heart of Fleet Town centre, celebrates its 5 anniversary this year. It currently provides services to 32 clients over three days a week, which has reduced from five days a week crisis support during the COVID period. We aim to increase the number of days and client base over the next 2 years and will continue to develop the location as a locally based resource for the community of Fleet.

Having been based in our Camberley premises for 25 years, we have been addressing the natural wear and tear of the building and equipment for the past decade. We had set aside a reserve of £140,000 to handle any dilapidation issues, and over the past 18 months, we have used £99,000 of this fund to install a new lift, boiler and windows. The Trustees regularly assess the charity's future needs and potential asset replacements and recommend the transfer additional funds to the Building Maintenance Fund as required.

Additionally, we continuously seek funding through donations to invest in therapy and IT equipment for our clients, enhancing their learning environment and wellbeing.

Adept Project: Promoting Independence and Social Cohesion

The Adept Project, launched in September 2022, has significantly shaped our approach to supporting individuals with disabilities. This project utilises a range of local external tutors, experts, small businesses and sole traders, who work alongside DI's Keyworkers within our Resource Centre or in the community. Together, they have delivered diverse activities designed to support DI's clients in maintaining independence and living well in their communities.

The Adept Project has forged strong, positive relationships between people from various backgrounds, sharing lived experiences and fostering social cohesion. This initiative has been especially crucial given the profound impacts of Covid, the cost of living crisis and the challenges within the NHS and Social Care.

Many of our clients face poverty, increased hardship and food insecurity, while those with newly acquired disabilities or brain injuries often experience long delays in accessing services.

To address these challenges, the Adept Project focuses on early intervention and prevention, offering programs in:

- Mobility and fitness
- Life, social and independent living skills
- Health and wellbeing
- Creative arts
- Cognitive, speech and language skills

Disability Initiative year ended 31 December 2023

Trustees Report

- Educational and prevocational training

Throughout the year, 20 independent tutors delivered 1,150 sessions under the DI Adept project, imparting skills and knowledge while learning about the impact of disabilities. This collaboration has promoted equal opportunities for learning, prevented isolation and supported local economies.

In 2023, 86% of clients achieved or exceeded their goals, with notable success in Creative Arts, where 40% of participants met their goals and 60% exceeded them.

Tutor Feedback Example: Practical Skills Session

Practical Skills Session Tutor, Darron, shared his experience:

"Tutoring this group has raised my awareness of disabilities and how it can affect the clients and society. It has caused me to think about how people with limb function/loss could use hand and power tools in a safe manner, how to organize pieces of work so that they are easily accessible for wheelchair users, and how to prepare the workstation for the clients to produce pieces in a safe working environment."

Garden Project: Cultivating Inclusion

Funds raised from the Swinley Charity Golf Day enabled DI to launch the Garden Project in 2023. The funds raised from this event enabled us to refurbish the Camberley Resource Centre Garden, creating a beautiful and accessible outside space for our community. With the generous support of Kebur Landscape Company, which provided essential landscaping services, and Squires Garden Centre, that donated a vibrant array of plants, we have transformed the garden into a welcoming haven for therapeutic horticulture activities and community gatherings. This initiative fosters a sense of community and well-being among participants, highlighting the importance of inclusive outdoor spaces.

Product Donation from the Warburtons Foundation

We are grateful for the support received from the Warburtons Foundation, who generously donated weekly products to DI in 2023 for many of the DI Clients who are in food poverty. This ensured breakfast was available to all every day, clients could take products home and DI would donate any remaining products to the local Homeless Hub. This contribution has significantly benefited our Clients providing over 12000 breakfasts during the year.

Carers Evening Funding: Enhancing Support for Informal Carers

Cuts in public spending and budget constraints have led to reduced funding for support services for physically disabled individuals, affecting access to essential services such as personal care, healthcare, rehabilitation and specialised equipment. Families are bearing the burden of providing additional care, which is both emotionally, physically and financially challenging.

Over the past few years, DI has witnessed the increasing neglect of informal carers' needs and well-being as they prioritise their loved ones. This issue has been exacerbated by the Covid-19 pandemic, leading to feelings of isolation, depression, stress and burnout among carers.

According to Carers.org, informal carers save the UK £162 billion per year (Petrillo and Bennett, 2023). Recognising the critical role carers play, DI has been running Carers Evenings for several years, providing significant benefits. However, these evenings were funded through small donations and the goodwill of many kind people, making it difficult to sustain regular sessions.

To address this, DI applied to the Community Foundation for Surrey for two years of funding for the Carers Group and was thrilled to be awarded funding for 2022/23. This secured the continuation of the Carers

Disability Initiative year ended 31 December 2023

Trustees Report

Evenings, which invest in carers to enhance their ability to manage caregiving responsibilities with confidence and resilience, ultimately reducing the strain on the healthcare system and social services.

While the Carers Evenings are always enjoyable, each session is designed to provide:

1. Support and advice
2. Training and guidance
3. Respite services
4. Peer support/community networks
5. Advocacy and access to resources
6. Transferable skills

During the period, on average, 20 carers attended each of the bi-monthly sessions, with feedback being 100% positive.

Further funding applications are being pursued for 2024/25/26 to continue these vital Carers Evenings. Investing in carers not only supports their well-being but also ensures they can provide the best care for their loved ones, fostering a healthier and more resilient community.

We continued to prioritise support for carers through our dedicated Carers Groups. These groups provide a vital network for individuals caring for loved ones with disabilities, offering a platform for mutual support, information exchange, and respite opportunities. The funding allocated to these groups has been instrumental in enhancing the well-being of both carers and those they care for.

Collaboration with Surrey and Hampshire: Scaling Up Services

DI's Patron, HRH The Duchess of Edinburgh, hosted a round table Think Tank at her home in July. Attendees included leaders of Health and Social Care from Across Surrey, Hampshire and Berkshire and held a robust discussion about how we can all evolve and collaborate across every sector and reach more individuals and focus on early intervention and prevention services across these counties. Through strategic partnerships and community engagement, DI is committed to expanding access to our programs, advocating for policy changes, and fostering a more inclusive society for individuals with disabilities.

Conclusion

As we reflect on the achievements of 2023, Disability Initiative remains dedicated to its mission of empowering lives and enabling opportunities for individuals with disabilities. We extend our heartfelt gratitude to our supporters, partners, volunteers, and the entire DI community for their unwavering commitment and collaboration. Together, we will continue to strive for a more inclusive and accessible future for all.

Charity Financial Position

The charity reports a consolidated surplus of £43,864 for 2023 (2022 = £52,818). This is largely due to a generous legacy from a former volunteer of £80,000. Therefore, our underlying services to clients have not been sufficient to cover our costs for the past 2 years. Our key aim is to establish full cost recovery from the Local Authorities over the next financial year. Management has also taken a number of steps to contain spending and increase the client base for 2024.

Whilst it is acceptable practice for a charity to rely on grants and donations to fund its services, the current economic backdrop continues to be a challenge.

Disability Initiative year ended 31 December 2023

Trustees Report

Reserves

The charity's reserves stand at just over £1,000,000 as of 31st December 2023, with cash reserves at £330,000. With £750,000 of the reserves being unrestricted, this is sufficient to maintain the quality of services at the current standard to our existing client base for the foreseeable future. Our cash reserves are invested on a prudent basis, where we seek to achieve the maximum return for the minimal risk by using high interest short, medium and long-term deposit accounts.

Principle Risks & Going Concern

Our management and trustees continually monitor the potential micro and macro risks to the charity. The establishment of a finance committee during the year has allowed the trustees greater transparency over the finances and understanding of the direction of the Organisation. In addition to the quarterly finance committee and trustees' board meetings, the management and trustees meet every Spring through a strategy meeting to reflect on the previous year's results and plan ahead. The charity's ongoing strategic plan is updated annually.

The charity's risk register, which covers an assessment of key risks, causes, consequences, likelihoods and significance, is regularly monitored by management and continually referred to at board level.

The charity bills local government for its service contracts, as well as individuals, and is therefore ultimately dependent on the financial stability of the local government. In addition, the charity is reliant on government and other charitable organisations and initiatives, as well as donations from local companies and individuals, to meet public benefit. The current economic uncertainty in our sector and across the country as whole is factored into the Trustees deliberations and the strategic planning.

Disability Initiative year ended 31 December 2023

Statement of Trustee's Responsibilities

The trustees (who are also the directors of Disability Initiative for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must only approve the financial statements when they are satisfied that they give a true and fair view of the state of affairs of the charitable company, of its incoming and application of resources, including its income and expenditure. In preparing these financial statements, the trustees are required to:

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

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and 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.

Auditor

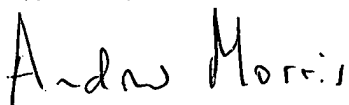
Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

The auditor is deemed to have been appointed in accordance with section 487 of the Companies Act 2006.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the trustees of the charity on 9/7/24 and signed on its behalf by:



Sir A V Morris
Chairman

Disability Initiative

year ended 31 December 2023

Independent Auditor's Report to the Members of Disability Initiative

Opinion

We have audited the financial statements of Disability Initiative (the 'charitable parent company') and its subsidiaries (the 'group') for the year ended 31 December 2023, which comprise the Consolidated Statement of Financial Activities, Consolidated Balance Sheet, , Balance Sheet, Consolidated Statement of Cash Flows and Notes to the Financial Statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is United Kingdom Accounting Standards, comprising Charities SORP - FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and applicable law (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and parent charity's affairs as at 31 December 2023 and of the group's results 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 and Charities Act 2011

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 group 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

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the group's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

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 auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

Disability Initiative year ended 31 December 2023

information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

Independent Auditor's Report to the Members of Disability Initiative

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 Strategic Report and Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Strategic Report and 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 group and the parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Strategic Report and the Trustees' Report.

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

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

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities [set out on page 11], the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group's and the parent 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 group or the parent 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 JSAs (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.

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

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit

Disability Initiative year ended 31 December 2023

evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may

Independent Auditor's Report to the Members of Disability Initiative

involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the group's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the group's or the parent charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the group or the parent charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion.

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

Use of our report

This report is made solely to the charitable parent company's trustees, 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 group's trustees 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 parent company and its trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Mr Paul Adams

Statutory Auditor

10 September 2024

Date

For and on behalf of Branston Adams,
Suite 2
Victoria House
South Street
Farnham
Surrey
GU9 7QU

Disability Initiative

year ended 31 December 2023

Consolidated Statement of Financial Activities

Year ended 31 December 2023	Note	Unrestricted Funds	Restricted Funds	Total
Income and Endowments from:				
Donations and legacies	3	93,221	76,756	169,977
Charitable activities	4	654,734	-	654,734
Other income	5	20,708	-	20,708
Total income		<u>768,663</u>	<u>76,756</u>	<u>845,419</u>
Expenditure on:				
Raising funds	6	(115,253)	(3,286)	(118,539)
Charitable activities		(628,294)	(54,722)	(683,016)
Total expenditure	7	<u>(743,547)</u>	<u>(58,008)</u>	<u>(801,555)</u>
Net expenditure		<u>25,117</u>	<u>18,748</u>	<u>43,864</u>
Net movement in funds		<u>25,117</u>	<u>18,748</u>	<u>43,864</u>
Reconciliation of funds:				
Total funds brought forward		855,770	115,779	971,549
Total funds carried forward	25	<u>884,270</u>	<u>131,143</u>	<u>1,015,413</u>

Year ended 31 December 2022	Note	Unrestricted Funds	Restricted Funds	Total
Income and Endowments from:				
Donations and legacies	3	6,945	58,292	65,237
Charitable activities	4	601,752	-	601,752
Other income	5	28,539	-	28,539
Total income		<u>637,236</u>	<u>58,292</u>	<u>695,528</u>
Expenditure on:				
Raising funds	6	(72,631)	(36,981)	(109,612)
Charitable activities		(636,132)	-	(636,132)
Total expenditure	7	<u>(708,763)</u>	<u>(36,981)</u>	<u>(745,744)</u>
Net expenditure		<u>(71,527)</u>	<u>21,311</u>	<u>(50,216)</u>
Net movement in funds		<u>(71,527)</u>	<u>21,311</u>	<u>(50,216)</u>
Reconciliation of funds:				
Total funds brought forward		927,297	94,468	1,021,765
Total funds carried forward	25	<u>855,770</u>	<u>115,779</u>	<u>971,549</u>

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

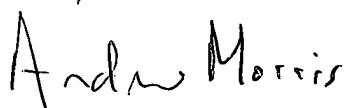
The funds breakdown is shown in note 24.

Disability Initiative year ended 31 December 2023

Consolidated Balance Sheet

	Note	2023 £	2022 £
Fixed Assets			
Tangible assets	14	644,940	579,093
Intangible assets	13	5,307	7,077
Heritage assets	15	4,600	4,600
		<u>654,848</u>	<u>590,770</u>
Current Assets			
Stocks	18	100	100
Debtors	19	116,213	92,205
Cash at bank and in hand	20	331,554	380,404
		<u>447,867</u>	<u>472,709</u>
Creditors: Amounts falling due within one year	21	(87,301)	(91,930)
Net Current Assets		<u>360,566</u>	<u>380,779</u>
Net Assets		<u>1,015,413</u>	<u>971,549</u>
Funds of the Group			
Restricted funds		132,976	115,778
Unrestricted funds		882,437	855,771
Total Funds	24	<u>1,015,413</u>	<u>971,549</u>

The financial statements on pages 10 to 27 were approved by the trustees and authorised for issue on 9/7/24 and signed on their behalf by:



Sir A V Morris
Chairman

Date: 9/7/24

Disability Initiative
year ended 31 December 2023
Balance Sheet – Registration number 03029077

		2023	2022
	Note	£	£
Fixed Assets			
Tangible assets	15	629,467	535,043
Heritage assets	16	4,600	4,600
Investments		100	100
		<u>634,167</u>	<u>539,743</u>
Current Assets			
Debtors	20	209,253	218,113
Cash at bank and in hand	21	288,860	318,069
		<u>498,113</u>	<u>536,182</u>
Creditors: Amounts falling due within one year	22	33,305	(40,428)
Net Current Assets		<u>464,808</u>	<u>495,754</u>
Net Assets		<u>1,098,975</u>	<u>1,035,497</u>
Funds of the Group			
Restricted funds		132,977	115,778
Unrestricted funds		965,998	919,719
Total Funds	25	<u>1,098,975</u>	<u>1,035,497</u>

The Charity made a Gain for the financial year of £63,478 (2022 Loss : £8,423).

The financial statements on pages 10 to 27 were approved by the trustees, and authorised for issue on

9/7/24 and signed on their behalf by:

Andrew Morris

Sir A V Morris
Chairman

Disability Initiative

year ended 31 December 2023

Notes to the Financial Statements

1. **General Information**

The charity is a private company limited by guarantee without share capital, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is The Resource Centre, Knoll Road, Camberley, Surrey, GU15 3SY.

The charity is a company limited by guarantee and has no share capital. In the event of the company being wound up, every member at that date and any member who has ceased to be a member in the previous twelve months will be liable to meet the net debts and liabilities (contracted before he or she ceases to be a member) up to a maximum contribution of £1.

2. **Accounting Policies**

Summary of significant account policies and key accounting estimates

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

Statement of compliance

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 (FRS 102 effective 1 January 2015 – Charities SORP), the Companies Act 2006 and the Charities Act 2011.

The charity constitutes a public benefit entity as defined by FRS102.

Basis of preparation

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Basis of consolidation

The financial statements consolidate the results and position of the subsidiary undertaking on a line by line basis in both the Statement of Financial Activities (including income and expenditure account) and the Balance Sheet. A separate Statement of Financial Activities and Statement of Cash Flows for the charity has not been presented because the group has taken advantage of the exemption afforded by section 408 of the Companies Act 2006.

Going Concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Income and endowments

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

Income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.

Legacy income is recognised when receipt is probable and entitlement is established.

Disability Initiative

year ended 31 December 2023

Notes to the Financial Statements

Income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.

Income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted. The amounts shown in the accounts are net of VAT.

Interest income is recognised on a receivable basis.

Expenditure

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

Expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods. They do not include the costs of disseminating publicity and information about the charity's day-to-day disability services. These fundraising costs are:

- (i) always charged to Resources Expended as incurred even if some costs are attributable to projects for which grants or donations are promised in future accounting periods.
- (ii) allocated against funds received based on estimates of the time or resources spent on each fundraising project. Unattributable costs and general costs are charged to unrestricted funds.

Expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.

Other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

Most expenditure for the Group relates to charitable activities and consists of direct and indirect expenses of running services for the disabled clients at the Resource Centre in Surrey.

Support costs

Certain expenditure is directly attributable to specific activities and has been reported in those expenditure categories. Other support costs which are not attributable to any one activity are apportioned across expenditure categories on an appropriate basis. Staff costs are allocated on the basis of time estimates, property costs are allocated on the floor area utilised and other costs are allocated on estimates of usage.

Governance costs

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

Tangible fixed assets

All assets costing over £250 are considered for capitalisation subject to considerations as to the likely useful life of each item.

Disability Initiative

year ended 31 December 2023

Notes to the Financial Statements

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses.

Heritage assets

Heritage assets are measured under the revaluation model and are revalued at each reporting date.

The very long expected lives of heritage assets, due to their natures, value and need to be protected and preserved means that depreciation is not material and is, therefore, not provided.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Therapy, office and IT equipment	25% reducing balance
Building fixtures and equipment	Between 4% and 10% reducing balance
Leasehold building	Straight line over the period of the lease

Trade creditors

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

Fund Structure

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds set aside by the trustees for a particular purpose. The aims and uses of each designated fund are set out in the detailed notes to these 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 a particular purpose. Expenditure that meets these criteria is charged to each fund, together with the direct costs of raising such funds, as explained in the resources expended policy. The aims and uses of each significant restricted fund are set out in the detailed notes to these financial statements.

Pensions and other post retirement obligations

A defined contribution plan is a pension plan under which fixed contributions are paid into a pension fund and the company has no legal or contractual obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised as employee benefit expenses when they are due. If contribution payments exceed the contribution due for a service, the excess is recognised as a prepayment.

Financial instruments

Recognition and measurement

A financial asset or financial liability is recognised only when the charity becomes a party to the contractual provision of the instrument.

Disability Initiative year ended 31 December 2023

Notes to the Financial Statements

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Debt instruments are subsequently measured at amortised cost.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

Impairment

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

3. Income from donations and legacies

	Unrestricted General £	Restricted Funds £	Total 2023 £	Total 2022 £
Donations from companies, trusts and similar proceeds	93,221	76,756	169,977	65,237

4. Income from charitable activities

	Unrestricted Funds £	Total 2023 £	Total 2022 £
Provision of disability services	654,734	654,734	601,755

5. Other income

	Unrestricted Funds £	Total 2023 £	Total 2022 £
<u>Investment Income</u>			
Interest receivable and similar income	3,802	3,802	2,551
<u>Other Income</u>			
Government Grants			-
Rental Income	16,906	16,906	25,988
	<u>20,708</u>	<u>20,708</u>	<u>28,539</u>

Disability Initiative year ended 31 December 2023

Notes to the Financial Statements

6. Expenditure on raising funds

Costs of generating donations and legacies

	Note	Unrestricted Funds £	Restricted Funds £	Total 2023 £	Total 2022 £
Other direct costs of generating voluntary income		-	-	-	-
Raising Funds	8	115,253	3,286	118,539	109,579
		<u>115,253</u>	<u>3,286</u>	<u>118,539</u>	<u>109,579</u>

7. Expenditure on charitable activities

	Note	Unrestricted Funds £	Restricted Funds £	Total 2023 £	Total 2022 £
Provision of disability services		391,493	50,000	441,493	467,746
Allocated support costs	8	327,652	8,008	335,660	266,912
Governance costs	8	24,402	-	24,402	11,086
		<u>731,579</u>	<u>69,976</u>	<u>801,555</u>	<u>745,744</u>
Raising Funds		115,253	3,286	118,539	109,612
Services to Clients		628,294	54,722	683,016	636,132
		<u>743,547</u>	<u>58,008</u>	<u>801,555</u>	<u>745,744</u>

£731,579 (2022: £708,763) of the above expenditure was attributable to unrestricted funds and £69,976 (2022: £36,981) to restricted funds.

8. Analysis of governance and support costs

Support costs allocation

	Raising Funds £	Services to Clients £	Total 2023 £	Total 2022 £
Staff costs	64,256	96,384	160,640	97,431
Legal and professional	13,623	20,434	34,056	20,600
Premises and equipment maintenance	7,700	53,901	61,601	54,641
Other	4,194	29,357	33,551	43,966
Depreciation and disposals	15,852	22,779	38,631	40,413
Outings and catering	263	-	263	7,221
Bad debt provision	-	6,917	6,917	2,640
	<u>105,887</u>	<u>229,773</u>	<u>335,660</u>	<u>266,912</u>
Governance costs	12,652	11,750	24,402	11,086
Governance costs				

	Unrestricted Funds £	2023	Total 2022 £
Audit & Accountancy of the financial statements	23,500	23,500	10,591
Governance expenses	902	902	495
	<u>24,402</u>	<u>24,402</u>	<u>11,086</u>

Disability Initiative year ended 31 December 2023

Notes to the Financial Statements

Trustees expenses consists of £495 (2022: £495 for trustees' meeting expenses)

Net incoming / outgoing resources

Net outgoing resources for the year include:

	2023 £	2022 £
Amortisation of fixed assets	1,769	2,359
Depreciation of fixed assets	36,862	38,054

9. Trustees remuneration and expenses

No remuneration was paid to the trustees in either year and nor were any travel expenses reimbursed to any trustees. Expenses relating to trustee's meetings and trustee training costs are shown under governance costs. See note 8.

10. Staff Costs

The aggregate payroll costs were as follows:

	2023 £	2022 £
Wages and salaries	441,526	425,309
Social security costs	37,877	26,696
Pension costs	25,225	18,717
Staff training and recruitment	6,497	4,216
	<u>511,125</u>	<u>474,938</u>

Employee costs, including pension costs, are split between activities based on the number of sessions provided to clients.

The monthly average number of persons (including senior management team) employed by the group during the year expressed as full-time equivalents were as follows:

	2023	2022
Disability services	14	15
Management and administration	3	4
	<u>17</u>	<u>19</u>

The total employee benefits of the key management personnel of the group were £115,823 (2021: £102,239).

11. Auditor's remuneration

	Group		Charity	
	2023 £	2022 £	2023 £	2022 £
Audit of the financial statements	9,000	9,000	4,500	4,500

12. Taxation

The group is a registered charity and is therefore exempt from taxation.

Disability Initiative
year ended 31 December 2023

Notes to the Financial Statements

13. Intangible fixed assets

Group	Software £	Total £
Cost		
At 1 January 2023	16,776	16,776
Additions	-	-
Transfers	-	-
At 31 December 2023	16,776	16,776
Depreciation		
At 1 January 2023	9,699	9,699
Charge for the year	1,769	1,769
At 31 December 2023	11,468	11,468
Net book value at 31 December 2023	5,308	5,308
Net book value at 31 December 2022	7,077	7,077
Charity	Software £	Total £
Cost		
At 1 January 2023	-	-
Additions	-	-
Transfers	-	-
At 31 December 2023	-	-
Depreciation		
At 1 January 2023	-	-
Charge for the year	-	-
At 31 December 2023	-	-
Net book value at 31 December 2023	-	-
Net book value at 31 December 2022	-	-

Disability Initiative year ended 31 December 2023

Notes to the Financial Statements

14. Tangible fixed assets

Group	Land and Buildings £	Furniture and Equipment £	Equipment £	Total £
Cost				
At 1 January 2023	526,729	475,410	250,155	1,252,294
Additions	12,500	80,671	9,535	102,706
Disposals	-	-	-	-
Transfers	-	45,524	(45,524)	-
At 31 December 2023	539,229	601,606	214,165	1,355,000
Depreciation				
At 1 January 2023	107,932	380,102	185,167	673,201
Charge for the year	5,392	20,159	11,308	36,859
Elimination on Disposal	-	-	-	-
Transfer	-	19,917	(19,917)	-
At 31 December 2023	113,324	420,177	176,558	710,060
Net book value at 31 December 2023	425,905	181,428	37,608	644,940
Net book value at 31 December 2022	418,797	95,308	64,988	579,093

Charity	Land and Buildings £	Furniture and Equipment £	Equipment £	Total £
Cost				
At 1 January 2023	526,729	475,410	133,114	1,135,253
Additions	12,500	80,671	7,348	100,519
Disposals	-	-	-	-
Transfers	-	45,524	-	45,524
At 31 December 2023	539,229	601,606	140,462	1,281,296
Depreciation				
At 1 January 2023	107,932	380,102	112,174	600,208
Charge for the year	5,392	20,159	6,153	31,704
Elimination on Disposal	-	-	-	-
Transfer	-	19,917	-	19,917
At 31 December 2023	113,324	420,177	118,328	651,829
Net book value at 31 December 2023	425,905	181,428	22,134	629,467
Net book value at 31 December 2022	418,797	95,306	20,940	535,043

Included within the net book value of land and buildings above is £425,905 (2022: £418,797) in respect of leaseholds.

The leasehold building is the Resource Centre in Camberley, which is stated at historical costs less depreciation. The lease of the land for the Centre is for a period of 99 years, expiring on 26 January 2099. The annual ground rent amounts to £3,500.

Disability Initiative year ended 31 December 2023

Notes to the Financial Statements

15. Heritage assets

Group and Charity	Jewellery £	Total £
Valuation		
At 1 January 2023	4,600	4,600
At 31 December 2023	4,600	4,600
Depreciation	-	-
Net book value at 31 December 2023	4,600	4,600

The asset was professionally valued on donation and the trustees review this at each year end. There have been no additions or disposals of heritage assets in the last 5 years.

16. Subsidiary undertaking – Disability Initiative Services Ltd

The charity's wholly owned trading subsidiary, Disability Initiative Services Ltd (DIS), is a company incorporated in England with the company number 02915444. The registered office is Resource Centre, Knoll Road, Camberley, Surrey, GU15 3SY. The share capital, comprising of 100 Ordinary £1 shares was purchased at a cost of £100 and was held by the charity throughout the year. The shares are shown at cost value in the accounts.

DIS provides services to disabled people in the Resource Centre in Camberley, Surrey. It funds its activities by selling sessions to social services, health organisations and private individuals. When DIS earns any profit above a basic minimum threshold required for the continued maintenance of its working capital and operations, it pays the profit to the charity by gift aid. DIS also operates some services including payroll on behalf of DI and these are recharged to DI by DIS.

DIS has been included on the consolidated accounts and a summary of its individual trading results is shown below:

	2023 £	2022 £
Turnover from provision of Disability Services	496,160	461,567
Other Income	122	205,919
Operational and administrative expenses	(515,896)	(709,280)
Operating profit / (loss)	(19,614)	(41,794)
Retained in the subsidiary	(19,614)	(41,794)
Fixed assets	20,783	51,128
Current assets	184,003	139,130
Current liabilities	(288,247)	(254,721)
Net assets	(83,461)	(64,463)
Aggregate share capital and reserves	(83,461)	(64,463)

Disability Initiative year ended 31 December 2023

Notes to the Financial Statements

17. Results of the parent undertaking

The gross income and result of the parent charity excluding those of its subsidiary were as follows:

	2023 £	2022 £
Total income	390,986	235,922
Net movement in funds	63,478	(8,423)

18. Stock

	Group		Charity	
	2023 £	2022 £	2023 £	2022 £
Stock	100	100	100	100

19. Debtors

	Group		Charity	
	2023 £	2022 £	2023 £	2022 £
Trade debtors	88,818	77,942	22,691	15,174
Due from group undertakings	-	-	234,250	202,604
Prepayments	27,396	14,263	250	335
Other debtors	-	-	-	-
	116,214	92,205	257,191	218,113

20. Cash and cash equivalents

	Group		Charity	
	2023 £	2022 £	2023 £	2022 £
Cash in hand	1,311	1,485	602.08	877
Cash at bank	330,243	378,919	288,259	317,192
	331,554	380,404	288,861	318,069

21. Creditors: amount falling due within one year

	Group		Charity	
	2023 £	2022 £	2023 £	2022 £
Trade creditors	10,079	11,594	600	18
Other taxation and social security	32,188	25,267	-	-
Other creditors	13	3,331	-	133
Accruals & deferred income	45,021	51,738	32,704	40,276
	87,301	91,930	33,304	40,427

Disability Initiative year ended 31 December 2023

22. Pension and other schemes

The group operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the group to the scheme and amounted to £25,225 (2022: £22,479).

23. Commitments

Charity

The charity had total commitments under non-cancellable operating leases for the Resource Centre as set out below:

	2023	2022
	£	£
No later than one year	3,500	3,500
Later than one year and no later than five years	14,000	14,000
Later than five years	259,000	259,000

The ground rent is currently funded by an annual grant for the same amount from the landlord, Surrey Heath Borough Council.

Disability Initiative
year ended 31 December 2023

24. Funds

Group	Balance at 1 January 2023	Incoming Resources	Resources Expended	Balance at 31 December 2023
	£	£	£	£
<u>Unrestricted Funds</u>				
General	715,771	771,382	(735,871)	751,282
Designated	140,000		(27,593)	112,407
Total unrestricted funds	855,771	771,382	(763,464)	863,689
<u>Restricted Funds</u>				
Buildings	76,626	14,430	(2,646)	88,410
Rehabilitation project – community fund	8,983	-	(7,775)	1,208
Motomeds	1,420	2,298	(929)	2,789
Solar Panels	-	11,200	(1,120)	10,080
COVID	-	-	-	-
TNLCF Restricted Fund	8,333	50,000	(50,000)	8,333
CFS Grant - Carers Evenings	-	12,500	(4,292)	8,208
Garden	20,242	-	(189)	20,053
Integrated Pathway	-	-	-	-
Hampshire Workforce	-	-	-	-
SCC Omicron Fund	-	-	-	-
Power Chair	-	7,348	(919)	6,430
Other projects and equipment	173	8,111	(2,071)	6,213
Total restricted funds	115,778	105,887	(69,940)	151,724
Total funds	971,549	853,628	(810,379)	1,014,797
Group	Balance at 1 January 2022	Incoming Resources	Resources Expended	Balance at 31 December 2022
	£	£	£	£
<u>Unrestricted Funds</u>				
General	787,297	636,201	(707,727)	715,771
Designated	140,000	-	-	140,000
Total unrestricted funds	927,297	636,201	(707,727)	855,771
<u>Restricted Funds</u>				
Buildings	79,460	-	(2,834)	76,626
Rehabilitation project – community fund	9,132	-	(149)	8,983
Motomeds	1,956	-	(536)	1,420
COVID	-	5,992	(5,992)	-
TNLCF Restricted Fund	-	25,000	(16,667)	8,333
Garden	-	27,300	(7,058)	20,242
Integrated Pathway	-	24,000	(24,000)	-
Hampshire Workforce	-	420	(420)	-
SCC Omicron Fund	-	617	(617)	-
Other projects and equipment	3,919	-	(3,746)	173
Total restricted funds	94,468	83,330	(62,020)	115,778
Total funds	1,021,765	719,531	(769,747)	971,549

Notes to the Financial Statements

Disability Initiative
year ended 31 December 2023

Charity	Balance at 1 January 2023	Incoming Resources	Resources Expended	Balance at 31 December 2023
	£	£	£	£
<u>Unrestricted Funds</u>				
General	779,719	285,099	(229,974)	834,844
Designated	140,000	-	(27,593)	112,407
Total unrestricted funds	919,719	285,099	(257,567)	947,251
<u>Restricted Funds</u>				
Buildings	76,626	14,430	(2,646)	88,410
Rehabilitation project – community fund	8,983	-	(7,775)	1,208
Motomeds	1,420	2,298	(929)	2,789
Solar Panels	-	11,200	(1,120)	10,080
COVID	-	-	-	-
TNLCF Restricted Fund	8,333	50,000	(50,000)	8,333
CFS Grant - Carers Evenings	-	12,500	(4,292)	8,208
Garden	20,242	-	(189)	20,053
Integrated Pathway	-	-	-	-
Hampshire Workforce	-	-	-	-
SCC Omicron Fund	-	-	-	-
Power Chair	-	7,348	(919)	6,430
Other projects and equipment	173	8,111	(2,071)	6,213
Total restricted funds	115,778	105,887	(69,940)	151,724
Total funds	1,035,497	367,345	(303,867)	1,098,975
Charity	Balance at 1 January 2022	Incoming Resources	Resources Expended	Balance at 31 December 2022
	£	£	£	£
<u>Unrestricted Funds</u>				
General	809,452	179,142	(208,875)	779,719
Designated	140,000	-	-	140,000
Total unrestricted funds	949,452	179,142	(208,875)	919,719
<u>Restricted Funds</u>				
Buildings	79,460	-	(2,834)	76,626
Rehabilitation project – community fund	9,132	-	(149)	8,983
Motomeds	1,956	-	(536)	1,420
COVID	-	5,992	(5,992)	-
TNLCF Restricted Fund	-	25,000	(16,667)	8,333
Garden	-	27,300	(7,058)	20,242
Integrated Pathway	-	24,000	(24,000)	-
Hampshire Workforce	-	420	(420)	-
SCC Omicron Fund	-	617	(617)	-
Other projects and equipment	3,919	-	(3,746)	173
Total restricted funds	94,468	83,329	(62,019)	115,778
Total funds	1,043,920	262,471	(270,894)	1,035,497

Notes to the Financial Statements

Disability Initiative year ended 31 December 2023

The specific purposes for which the funds are to be applied are as follows:

Restricted Funds

- a) **Buildings:**
All other restricted grants and donations relating to the original constructions cost of the Resource Centre are held within this fund. These appeals are now closed. All outgoings relate entirely to depreciation.
- b) **Rehabilitation Project – Community Fund:**
In 2001, the Charity embarked upon a project for the establishment of a Specialist Rehabilitation service. Project funding came to an end in February 2004. Since, some of the funding was spent on capital equipment, depreciation charges will continue to be made against the fund until the fund is fully utilised.
- c) **Motomeds:**
During 2015 the Charity received fund for the purchase of 3 Motomed devices and related accessories. These funds are to be held in a separate restricted fund until the equipment has been fully depreciated or disposed of.
- d) **Other projects and equipment:**
As part of its continuing work, the charity seeks support from both the general public and other donors in the financing of its activities and its specialist equipment. When funds are received in response to specific requests, they are held in separate restricted funds until they have been spent or, if a fixed asset is purchased, until that asset has been fully depreciated.

Unrestricted Funds

Within the unrestricted funds, in view of the expected maintenance needs of the Resource Centre over the short to medium term, the trustees have elected to maintain a designated fund to represent the cash set aside to meet these future costs as they arise.

25. Analysis of net assets between funds

Group	Unrestricted funds £	Restricted funds £	Total funds £
Tangible fixed assets	516,860	128,081	644,940
Intangible fixed assets	5,307	-	5,307
Heritage assets	4,600	-	4,600
Investments	-	-	-
Current assets	447,867	-	447,867
Current liabilities	(111,585)	24,284	(87,301)
Total net assets	863,049	152,365	1,015,413

Charity	Unrestricted funds £	Restricted funds £	Total funds £
Tangible fixed assets	501,384	128,081	629,465
Heritage assets	4,600	-	4,600
Investments	100	-	100
Current assets	498,114	-	498,114
Current liabilities	(57,588)	24,284	(33,304)
Total net assets	946,610	152,365	1,098,975

Disability Initiative
year ended 31 December 2023

26. Detailed Profit and Loss – Charity only

	2023		2022	
	£	£	£	£
Donations and Grants	169,855		57,883	
Provision of Disability Services	158,574		142,060	
Rental Income	26,906		35,979	
		355,335		235,922
Direct Salaries	51,359		38,812	
Activity Expenses	53,549		46,710	
Event Costs	263		7,286	
Other Fundraising and Publicity Costs			-	
		105,170		92,808
Gross Profit		250,164		143,114
Repairs to property	4,687		159	
Rates and Water	225		180	
Light and Heat	4,529		4,750	
Insurance	1,729		1,299	
Equipment Hire	4,246			
Other Office Costs	872		-	
Computer Costs	3,054		-	
Cleaning	5,153		5,329	
Travelling & Subsistence	1,084		-	
Telephone & Internet	1,284		188	
Wages	99,853		98,979	
Bank Fees	438		419	
Depreciation	31,705		23,371	
Loss on Disposal of Asset	-		1,600	
Accountancy Fees	3,744		912	
Audit Fees	4,500		4,500	
Legal and Professional Fees	19,947		11,000	
Donations	25		-	
Entertainment	250		-	
Bad Debts	-		1,167	
Sundry	2,263		-	
Trustees Expenses	902		235	
		190,488		154,088
Operating Loss		59,676		(10,974)
Bank Interest Received		3,802		2,551
Net Gain/(Loss)		63,478		(8,423)

Accounts

Company Registration Number: 03029077
Charity Registration Number: 1049002

Disability Initiative

(a company limited by guarantee)

Annual Report and Financial Statements
for the year ended 31 December 2022



Disability Initiative
year ended 31 December 2022

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Disability Initiative
year ended 31 December 2022

Reference and Administrative Details

Chairman	Sir A V Morris
Chief Executive Officer	Lucy Brown
Trustees	Mr G Bignell Mrs M Calder Mr T M Torrington Mr J Scott Mrs E Kennedy Sir A V Morris Mr R N Ricketts CBE Mr D Whittle
Principal Office and Registered Office	Resource Centre Knoll Road Camberley Surrey GU15 3SY
Company Registration Number	03029077
Charity Registration Number	1049002
Auditor	Branston Adams Suite 2 Victoria House South Street Farnham Surrey GU9 7QU
Bankers	Lloyds Bank PLC 19-23 Obelisk Way Camberley Surrey GU15 3SE Handlesbanken Bank PLC Building 4.3 Frimley Business Park Frimley Surrey GU16 7SG

Disability Initiative year ended 31 December 2022

Chairman's Report

I became DI's Chair part way through the financial year, having been Vice Chair for the previous three. On behalf of the Board of Trustees, I would like to thank Bob Ricketts and Lucy Brown CEO whose exemplary leadership, commitment and dedication ensured outstanding service throughout the pandemic. Bob has agreed to remain a Trustee for the time being which will not only ensure a smooth transition but also so that the charity can continue to tap into his significant knowledge and experience of the health sector.

We also welcome Dominic Whittle as a Trustee, whose skills, knowledge and experience will further enrich the Board.

These last years, more than ever, DI has consistently demonstrated its strength and agility by swiftly adapting to these challenging times whilst always remaining a wholly person-centred organisation. It has been a turbulent time due to the current economic crisis in the UK, exacerbated by the ongoing COVID variants, which has had a profound impact on physically disabled adults and their families.

We continue to navigate our way through funding reductions and the dynamic health and social care landscapes, whilst ensuring our clients and their families receive the support they so desperately need.

The DI staff continue to be outstanding, with an average tenure of 7 years, which is exceptional in the health and social care sector. As a Board, we felt compelled to undertake a job classification review to ensure our highly valued staff are competitively remunerated, particularly as vacancies across the social care sector in England stands at 9.9%. We recognised at the time it would put pressure on resources, but the Trustees felt there were compelling reasons to retain experienced staff.

Understandably, DI's budgeting, forecasting and actuality have had to be continually monitored in these difficult times and whilst our budgets projected quite a significant deficit, I am pleased to report that we finished the year just ahead of our projections. Our combined cash resources this year end show £380k which, despite the budgeted £50k deficit, are up £43k on the previous year.

DI has a unique and innovative approach that facilitates the delivery of programmes to improve and enhance the overall abilities, knowledge, and well-being for all those who attend DI. This work was recognised by the National Lottery which awarded DI funding for its Adept Project to enhance this current programme delivery by utilising a range of local external tutors, experts, small businesses and sole-traders to work alongside DI's Keyworkers, either within the DI Resource Centre or in the community. Together they will deliver a wide range of activities to DI's Clients, supporting them to remain as independent as possible in their communities and to live well.

I am immensely proud of all our accomplishments. Those mentioned in this report are just some of the many. I'd like to thank our Patron, President, CEO, Trustees, volunteers, clients along with their carers and DI's skilled staff team for their support and belief in the work of DI throughout the past year.

I look forward to us achieving our goals and the exciting year ahead.



Sir A V Morris
Chairman

28 September 2023

Date

Disability Initiative year ended 31 December 2022

Trustees Report

Partnerships and collaborations are the cornerstones of DI's success over the last 48 years.

During 2022 we build upon the successful relationship with the Frimley Health NHS Foundation Trust we had established during the height of Covid, to collaboratively scope an integrated care project.

This 6-month project built on the work undertaken by DI, the DCMS via The National Lottery Community Fund and, the Frimley CCG / Frimley Integrated Care System (ICS) to create and implement a 'best practice' pathway.

We wanted to expand the partnerships to other key agencies and develop joint, robust but flexible protocols that would enable the project to evolve, establish and embed within the ICS roll out. Thus, creating a pathway model that can be universally applied within the ICS, endeavouring to establish a sustainable funding strategy. This is still a work in progress.

DI Adept Project

The successful lottery bid for the DI Adept Project started in September 2022. DI was awarded £50k a year over the next 3 years.

This groundbreaking project aims to rebuild, educate, and maintain the skills and abilities of adults with acquired physical disabilities or brain injuries, whose conditions, wellbeing, function and access to resources, have deteriorated as a direct or indirect result of the pandemic.

It utilises a range of local external tutors, experts, small businesses, and sole-traders who work alongside DI's Keyworkers, either within the DI Resource Centre or in the community. Together they deliver a range of activities to DI's Clients, supporting them to remain as independent as possible in their communities and to live well. It also forges strong, positive relationships between people from different backgrounds and to share their experiences.

DI has a unique and innovative approach that facilitates the delivery of programmes to improve and enhance the overall abilities, knowledge, and wellbeing for all those involved in the project.

DI Adept project's aims are to:

- promote equal opportunities for learning
- develop skills and abilities to maintain independence
- equip people with the skills and knowledge to build resilience
- support each other's well-being
- prevent isolation
- encourage social cohesion to address social exclusion and marginalisation where discrimination and inequality are still widespread
- value diversity
- utilise, extend, and adapt existing resources
- facilitate the use of local resources and assets in the community
- design activities according to client specific requirements
- support the local economy
- mobilise the intelligence of communities and foster social imagination, celebrate involvement, and recognise interdependency

This project is already promoting exciting collaborations and idea sharing with others to create more ways to achieve our own and the community's goals.

Carers Evening Funding

Cuts in public spending and budget constraints have resulted in reduced funding for support services for physically disabled individuals. This is affecting access to essential services such as personal care, healthcare,

Disability Initiative year ended 31 December 2022

Trustees Report

rehabilitation, or specialised equipment. Families are bearing the burden of providing additional care and support, which is both emotionally and financially challenging.

Over the last few years DI has witnessed first-hand the informal Carers needs and well-being increasingly neglected as they prioritised their loved one's needs, exacerbated by Covid. This was leading to feelings of isolation, depression, stress, and burnout and this selfless commitment was impacting emotionally, physically, and financially. Some of the challenges they continue to face include increased health risks for individuals with disabilities, reduced access to services, limited social interaction, emotional and mental health strain and further anxiety over their finances. These challenges have heightened the responsibilities and burden of carers, requiring more support and targeted resources to address their needs, particularly as health and social care services are less accessible. The figures from Carers.org state that informal carers save the UK £162b per year (2020-2021).

DI has been running Carers evenings for several years which has brought huge benefits to them. However, these evenings were funded through small donations, and the good will of many kind people, which made the regularity of the sessions difficult to sustain. DI applied to the **Community Foundation for Surrey** for two years funding for the Carers Group and we were thrilled to be awarded DI funding for 2022/23. This secured the continuation of the Carers evenings.

Investing in carers not only enhances their ability to manage their caregiving responsibilities with confidence and resilience but also reduces the strain on the healthcare system and social services.

However, whilst the Carers evenings are always couched in fun, each session, no matter how unconventional, is underpinned to provide:

1. Support and advice:
2. Training and guidance
3. Respite services:
4. Peer support/community networks
5. Advocacy and access to resources
6. Transferable skills

Further funding applications are being pursued for 23/4/5 to continue with the Carers Evenings Group.

Events

Swinley Charity Golf day held in April was a huge success and as a result of the £20k raised, for DI Camberley and DI Fleet will undergo complete garden refurbishments at the start of 2023, ready for Spring. This was a project identified by clients, Trustees and staff prior to the pandemic and had become more pressing since. The generosity of the golfers and DI's relationship with Kebur, the landscapers, will make this achievable much to everyone's delight.

There are many other successes, too numerous to mention, but all recognised as are the challenges that help us strive.

Our thanks and eternal gratitude goes to everyone who plays a part in DI, big or small, near or far, including the Warburton Foundation whose generosity has enabled us to provide over 3,000 breakfasts to our clients since September.

Finally, we bid farewell to Derek Thomas who Chaired DI's Board in the late 90's for 10 years and lead the way in establishing the DI resource centre concept and build in 1999. Derek not only left an indelible legacy, but also requested that DI received donated monies from his funeral collection. This enabled DI to adorn the Centre with some fabulous local art work in his memory and buy some much needed art equipment for DI's Clients.

Disability Initiative year ended 31 December 2022

Statement of Trustee's Responsibilities

The trustees (who are also the directors of Disability Initiative for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must only approve the financial statements when they are satisfied that they give a true and fair view of the state of affairs of the charitable company, of its incoming and application of resources, including its income and expenditure. In preparing these financial statements, the trustees are required to:

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

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and 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.

Auditor

Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

The auditor is deemed to have been appointed in accordance with section 487 of the Companies Act 2006.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the trustees of the charity on 28 September 2023 and signed on its behalf by:



Sir A V Morris
Chairman

Disability Initiative

year ended 31 December 2022

Independent Auditor's Report to the Members of Disability Initiative

Opinion

We have audited the financial statements of Disability Initiative (the 'charitable parent company') and its subsidiaries (the 'group') for the year ended 31 December 2022, which comprise the Consolidated Statement of Financial Activities, Consolidated Balance Sheet, , Balance Sheet, Consolidated Statement of Cash Flows and Notes to the Financial Statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is United Kingdom Accounting Standards, comprising Charities SORP - FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and applicable law (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and parent charity's affairs as at 31 December 2022 and of the group's results 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 and Charities Act 2011

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 group 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

We have nothing to report in respect of the following matters in relation to which the JSAs (UK) require us to report to you where:

- the trustees use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the group's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

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 auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

Disability Initiative

year ended 31 December 2022

Independent Auditor's Report to the Members of Disability Initiative

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 Strategic Report and Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Strategic Report and 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 group and the parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Strategic Report and the Trustees' Report.

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

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

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities [set out on page 11], the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group's and the parent 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 group or the parent 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 JSAs (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.

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

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may

Disability Initiative

year ended 31 December 2022

Independent Auditor's Report to the Members of Disability Initiative

involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the group's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the group's or the parent charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the group or the parent charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion.

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

Use of our report

This report is made solely to the charitable parent company's trustees, 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 group's trustees 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 parent company and its trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Mr Paul Adams

28 September 2023

Statutory Auditor

Date

For and on behalf of Branston Adams,
Suite 2
Victoria House
South Street
Farnham
Surrey
GU9 7QU

Disability Initiative
year ended 31 December 2022
Consolidated Statement of Financial Activities

Year ended 31 December 2022	Note	Unrestricted Funds	Restricted Funds	Total
Income and Endowments from:				
Donations and legacies	3	6,945	58,292	65,237
Charitable activities	4	601,752	-	601,752
Other income	5	28,539	-	28,539
Total income		637,236	58,292	695,528
Expenditure on:				
Raising funds	6	(72,631)	(36,981)	(109,612)
Charitable activities		(636,132)	-	(636,132)
Total expenditure	7	(708,763)	(36,981)	(745,744)
Net expenditure		(71,527)	21,311	(50,216)
Net movement in funds		(71,527)	21,311	(50,216)
Reconciliation of funds:				
Total funds brought forward		927,297	94,468	1,021,765
Total funds carried forward	25	855,770	115,779	971,549
Year ended 31 December 2021				
	Note	Unrestricted Funds	Restricted Funds	Total
Income and Endowments from:				
Donations and legacies	3	143,155	-	143,155
Charitable activities	4	494,899	-	494,899
Other income	5	52,600	-	52,600
Total income		690,654	-	690,654
Expenditure on:				
Raising funds	6	(28,215)	(16,977)	(45,192)
Charitable activities		(554,072)	(91,361)	(645,433)
Total expenditure	7	(582,287)	(108,338)	(690,625)
Net expenditure		108,367	(108,338)	29
Net movement in funds		108,367	(108,338)	29
Reconciliation of funds:				
Total funds brought forward		818,930	202,806	1,021,736
Total funds carried forward	25	927,297	94,468	1,021,765

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

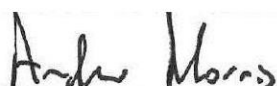
The funds breakdown is shown in note 24.

Disability Initiative year ended 31 December 2022

Consolidated Balance Sheet

	Note	2022 £	2021 £
Fixed Assets			
Tangible assets	15	579,093	609,553
Intangible assets	14	7,077	9,436
Heritage assets	16	4,600	4,600
		<u>590,770</u>	<u>623,589</u>
Current Assets			
Stocks	19	100	100
Debtors	20	92,205	117,433
Cash at bank and in hand	21	380,404	342,862
		<u>472,709</u>	<u>460,395</u>
Creditors: Amounts falling due within one year	22	(91,930)	(62,219)
Net Current Assets		<u>380,779</u>	<u>398,176</u>
Net Assets		<u>971,549</u>	<u>1,021,765</u>
Funds of the Group			
Restricted funds		115,778	94,468
Unrestricted funds		855,771	927,297
Total Funds	25	<u>971,549</u>	<u>1,021,765</u>

The financial statements on pages 15 to 34 were approved by the trustees and authorised for issue on 28 September 2023 and signed on their behalf by:



Sir A V Morris
Chairman

Disability Initiative
year ended 31 December 2022
Balance Sheet – Registration number 03029077

	Note	2022 £	2021 £
Fixed Assets			
Tangible assets	15	535,043	560,013
Heritage assets	16	4,600	4,600
Investments		100	100
		<u>539,743</u>	<u>564,713</u>
Current Assets			
Debtors	20	218,113	288,135
Cash at bank and in hand	21	318,069	196,605
		<u>536,182</u>	<u>484,740</u>
Creditors: Amounts falling due within one year	22	(40,428)	(5,533)
Net Current Assets		<u>495,754</u>	<u>479,207</u>
Net Assets		<u>1,035,497</u>	<u>1,043,920</u>
Funds of the Group			
Restricted funds		115,778	94,468
Unrestricted funds		919,719	949,452
Total Funds	25	<u>1,035,497</u>	<u>1,043,920</u>

The Charity made a loss for the financial year of £8,423 (2021 Loss : £1,911).

The financial statements on pages 15 to 34 were approved by the trustees, and authorised for issue on 28 September 2023 and signed on their behalf by:



Sir A V Morris
Chairman

Disability Initiative

year ended 31 December 2022

Notes to the Financial Statements

1. **General Information**

The charity is a private company limited by guarantee without share capital, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is The Resource Centre, Knoll Road, Camberley, Surrey, GU15 3SY.

The charity is a company limited by guarantee and has no share capital. In the event of the company being wound up, every member at that date and any member who has ceased to be a member in the previous twelve months will be liable to meet the net debts and liabilities (contracted before he or she ceases to be a member) up to a maximum contribution of £1.

2. **Accounting Policies**

Summary of significant account policies and key accounting estimates

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

Statement of compliance

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 (FRS 102 effective 1 January 2015 – Charities SORP), the Companies Act 2006 and the Charities Act 2011.

The charity constitutes a public benefit entity as defined by FRS102.

Basis of preparation

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Basis of consolidation

The financial statements consolidate the results and position of the subsidiary undertaking on a line by line basis in both the Statement of Financial Activities (including income and expenditure account) and the Balance Sheet. A separate Statement of Financial Activities and Statement of Cash Flows for the charity has not been presented because the group has taken advantage of the exemption afforded by section 408 of the Companies Act 2006.

Going Concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Income and endowments

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

Income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.

Legacy income is recognised when receipt is probable and entitlement is established.

Disability Initiative

year ended 31 December 2022

Notes to the Financial Statements

Income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.

Income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted. The amounts shown in the accounts are net of VAT.

Interest income is recognised on a receivable basis.

Expenditure

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

Expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods. They do not include the costs of disseminating publicity and information about the charity's day-to-day disability services. These fundraising costs are:

- (i) always charged to Resources Expended as incurred even if some costs are attributable to projects for which grants or donations are promised in future accounting periods.
- (ii) allocated against funds received based on estimates of the time or resources spent on each fundraising project. Unattributable costs and general costs are charged to unrestricted funds.

Expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.

Other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

Most expenditure for the Group relates to charitable activities and consists of direct and indirect expenses of running services for the disabled clients at the Resource Centre in Surrey.

Support costs

Certain expenditure is directly attributable to specific activities and has been reported in those expenditure categories. Other support costs which are not attributable to any one activity are apportioned across expenditure categories on an appropriate basis. Staff costs are allocated on the basis of time estimates, property costs are allocated on the floor area utilised and other costs are allocated on estimates of usage.

Governance costs

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

Tangible fixed assets

All assets costing over £250 are considered for capitalisation subject to considerations as to the likely useful life of each item.

Disability Initiative

year ended 31 December 2022

Notes to the Financial Statements

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses.

Heritage assets

Heritage assets are measured under the revaluation model and are revalued at each reporting date.

The very long expected lives of heritage assets, due to their natures, value and need to be protected and preserved means that depreciation is not material and is, therefore, not provided.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Therapy, office and IT equipment	25% reducing balance
Building fixtures and equipment	Between 4% and 10% reducing balance
Leasehold building	Straight line over the period of the lease

Trade creditors

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

Fund Structure

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds set aside by the trustees for a particular purpose. The aims and uses of each designated fund are set out in the detailed notes to these 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 a particular purpose. Expenditure that meets these criteria is charged to each fund, together with the direct costs of raising such funds, as explained in the resources expended policy. The aims and uses of each significant restricted fund are set out in the detailed notes to these financial statements.

Pensions and other post retirement obligations

A defined contribution plan is a pension plan under which fixed contributions are paid into a pension fund and the company has no legal or contractual obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised as employee benefit expenses when they are due. If contribution payments exceed the contribution due for a service, the excess is recognised as a prepayment.

Financial instruments

Recognition and measurement

A financial asset of financial liability is recognised only when the charity becomes a party to the contractual provision of the instrument.

Disability Initiative year ended 31 December 2022

Notes to the Financial Statements

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Debt instruments are subsequently measured at amortised cost.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

Impairment

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

3. Income from donations and legacies

	Unrestricted General £	Restricted Funds £	Total 2022 £	Total 2021 £
Donations from companies, trusts and similar proceeds	6,945	58,292	65,237	143,155

4. Income from charitable activities

	Unrestricted Funds £	Total 2022 £	Total 2021 £
Provision of disability services	601,755	601,755	494,899

5. Other income

	Unrestricted Funds £	Total 2022 £	Total 2021 £
<u>Investment Income</u>			
Interest receivable and similar income	2,551	2,551	48
<u>Other Income</u>			
Government Grants	-	-	52,552
Rental Income	25,988	25,988	-
	<u>28,539</u>	<u>28,539</u>	<u>52,600</u>

Disability Initiative

year ended 31 December 2022

Notes to the Financial Statements

6. Expenditure on raising funds

Costs of generating donations and legacies

	Note	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Total 2021 £
Other direct costs of generating voluntary income		-	-	-	180
Raising Funds	8	72,598	36,981	109,579	45,012
		<u>72,598</u>	<u>36,981</u>	<u>109,579</u>	<u>45,192</u>

7. Expenditure on charitable activities

	Note	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Total 2021 £
Provision of disability services		445,088	22,658	467,746	420,240
Allocated support costs	8	252,589	14,323	266,912	260,710
Governance costs	8	11,086	-	11,086	9,675
		<u>708,763</u>	<u>36,981</u>	<u>745,744</u>	<u>690,625</u>
Raising Funds		72,631	36,981	109,612	45,192
Services to Clients		636,132	-	636,132	645,433
		<u>708,763</u>	<u>36,981</u>	<u>745,744</u>	<u>690,625</u>

£708,763 (2021: £582,287) of the above expenditure was attributable to unrestricted funds and £36,981 (2021: £108,338) to restricted funds.

8. Analysis of governance and support costs

Support costs allocation

	Raising Funds £	Services to Clients £	Total 2022 £	Total 2021 £
Staff costs	58,218	39,213	97,431	88,199
Legal and professional	20,600	-	20,600	3,677
Premises and equipment maintenance	11,718	42,924	54,641	77,480
Other	2,206	41,760	43,966	44,464
Depreciation and disposals	23,371	17,043	40,413	46,710
Outings and catering	7,286	(65)	7,221	180
Bad debt provision	1,167	1,473	2,640	-
	<u>103,965</u>	<u>162,947</u>	<u>266,912</u>	<u>260,710</u>
Governance costs	5,647	5,439	11,086	9,675

Governance costs

	Unrestricted Funds £	Total 2022 £	Total 2021 £
Audit & Accountancy of the financial statements	10,591	10,591	9,675
Governance expenses	495	495	-
	<u>11,086</u>	<u>11,086</u>	<u>9,675</u>

Disability Initiative

year ended 31 December 2022

Notes to the Financial Statements

Trustees expenses consists of £495 (2021: £Nil for trustees' meeting expenses)

Net incoming / outgoing resources

Net outgoing resources for the year include:

	2022 £	2021 £
Amortisation of fixed assets	2,359	3,146
Depreciation of fixed assets	38,054	43,565

9. Trustees remuneration and expenses

No remuneration was paid to the trustees in either year and nor were any travel expenses reimbursed to any trustees. Expenses relating to trustee's meetings and trustee training costs are shown under governance costs. See note 8.

10. Staff Costs

The aggregate payroll costs were as follows:

	2022 £	2021 £
Wages and salaries	425,309	315,949
Social security costs	26,696	23,105
Pension costs	18,717	19,733
Staff training and recruitment	4,216	17,322
	474,938	376,109

Employee costs, including pension costs, are split between activities based on the number of sessions provided to clients.

The monthly average number of persons (including senior management team) employed by the group during the year expressed as full-time equivalents were as follows:

	2022	2021
Disability services	15	15
Management and administration	4	4
	19	19

The total employee benefits of the key management personnel of the group were £115,823 (2021: £102,239).

11. Auditor's remuneration

	Group		Charity	
	2022 £	2021 £	2022 £	2021 £
Audit of the financial statements	9,000	8,300	4,500	5,100

12. Taxation

The group is a registered charity and is therefore exempt from taxation.

Disability Initiative year ended 31 December 2022

Notes to the Financial Statements

13. Intangible fixed assets

Group	Software £	Total £
Cost		
At 1 January 2022	16,776	16,776
Additions	-	-
Transfers	-	-
At 31 December 2022	16,776	16,776
Depreciation		
At 1 January 2022	7,340	7,340
Charge for the year	2,359	2,359
At 31 December 2022	9,699	9,699
Net book value at 31 December 2022	7,077	7,077
Net book value at 31 December 2021	9,436	9,436

Charity	Software £	Total £
Cost		
At 1 January 2022	-	-
Additions	-	-
Transfers	-	-
At 31 December 2022	-	-
Depreciation		
At 1 January 2022	-	-
Charge for the year	-	-
At 31 December 2022	-	-
Net book value at 31 December 2022	-	-
Net book value at 31 December 2021	-	-

Disability Initiative year ended 31 December 2022

Notes to the Financial Statements

14. Tangible fixed assets

Group	Land and Buildings	Furniture and Equipment	Equipment	Total
	£	£	£	£
Cost				
At 1 January 2022	526,729	475,410	268,886	1,271,025
Additions	-	-	9,194	9,194
Disposals	-	-	(27,925)	(27,925)
Transfers	-	-	-	-
At 31 December 2022	526,729	475,410	250,155	1,252,294
Depreciation				
At 1 January 2022	102,664	369,512	189,295	661,472
Charge for the year	5,268	10,590	22,197	38,055
Elimination on Disposal	-	-	(26,325)	(26,325)
At 31 December 2022	107,932	380,102	185,167	673,202
Net book value at 31 December 2022	418,797	95,308	64,988	579,093
Net book value at 31 December 2021	424,065	105,898	79,594	609,553
Charity				
	Land and Buildings	Furniture and Equipment	Equipment	Total
	£	£	£	£
Cost				
At 1 January 2022	526,729	475,410	161,038	1,163,177
Additions	-	-	-	-
Disposals	-	-	(27,925)	(27,925)
Transfers	-	-	-	-
At 31 December 2022	526,729	475,410	133,113	1,135,252
Depreciation				
At 1 January 2022	102,664	369,514	130,986	603,164
Charge for the year	5,268	10,590	(18,812)	
At 31 December 2022	107,932	380,104	112,174	600,209
Net book value at 31 December 2022	418,797	95,306	20,940	535,043
Net book value at 31 December 2021	424,065	105,896	30,052	560,013

Included within the net book value of land and buildings above is £418,797 (2021: £424,605) in respect of leaseholds.

The leasehold building is the Resource Centre in Camberley, which is stated at historical costs less depreciation. The lease of the land for the Centre is for a period of 99 years, expiring on 26 January 2099. The annual ground rent amounts to £3,500.

Disability Initiative year ended 31 December 2022

Notes to the Financial Statements

15. Heritage assets

	Jewellery	Total
Group and Charity Valuation		
At 1 January 2022	4,600	4,600
At 31 December 2022	4,600	4,600
Depreciation	-	-
Net book value	4,600	4,600
At 31 December 2022	4,600	4,600

The asset was professionally valued on donation and the trustees review this at each year end. There have been no additions or disposals of heritage assets in the last 5 years.

16. Subsidiary undertaking – Disability Initiative Services Ltd

The charity's wholly owned trading subsidiary, Disability Initiative Services Ltd (DIS), is a company incorporated in England with the company number 02915444. The registered office is Resource Centre, Knoll Road, Camberley, Surrey, GU15 3SY. The share capital, comprising of 100 Ordinary £1 shares was purchased at a cost of £100 and was held by the charity throughout the year. The shares are shown at cost value in the accounts.

DIS provides services to disabled people in the Resource Centre in Camberley, Surrey. It funds its activities by selling sessions to social services, health organisations and private individuals. When DIS earns any profit above a basic minimum threshold required for the continued maintenance of its working capital and operations, it pays the profit to the charity by gift aid. DIS also operates some services including payroll on behalf of DI and these are recharged to DI by DIS.

DIS has been included on the consolidated accounts and a summary of its individual trading results is shown below:

	2022 £	2021 £
Turnover from provision of Disability Services	461,567	605,496
Other Income	205,919	52,552
Operational and administrative expenses	<u>(709,280)</u>	<u>(656,106)</u>
Operating profit / (loss)	(41,794)	1,942
Other interest receivable and similar income	-	-
Retained in the subsidiary	<u>(41,794)</u>	<u>1,942</u>
Fixed assets	51,128	58,977
Current assets	139,130	234,685
Current liabilities	<u>(254,721)</u>	<u>(316,331)</u>
Net assets	<u>(64,463)</u>	<u>(22,669)</u>
Aggregate share capital and reserves	<u>(64,463)</u>	<u>(22,669)</u>

Disability Initiative year ended 31 December 2022

Notes to the Financial Statements

17. Results of the parent undertaking

The gross income and result of the parent charity excluding those of its subsidiary were as follows:

	2022 £	2021 £
Total income	235,922	200,997
Net movement in funds	(8,423)	(1,911)

18. Stock

	Group		Charity	
	2022 £	2021 £	2022 £	2021 £
Stock	100	100	100	100

19. Debtors

	Group		Charity	
	2022 £	2021 £	2022 £	2021 £
Trade debtors	77,942	111,578	15,174	29,105
Due from group undertakings	-	-	202,604	259,030
Prepayments	14,263	5,855	335	-
Other debtors	-	-	-	-
	92,205	117,433	218,113	288,135

20. Cash and cash equivalents

	Group		Charity	
	2022 £	2021 £	2022 £	2021 £
Cash in hand	1,485	1,290	877	568
Cash at bank	378,919	341,572	317,192	196,037
	380,404	342,862	318,069	196,605

21. Creditors: amount falling due within one year

	Group		Charity	
	2022 £	2021 £	2022 £	2021 £
Trade creditors	11,594	11,796	18	-
Other taxation and social security	25,267	40,582	-	-
Other creditors	3,331	(4,109)	133	133
Accruals & deferred income	51,738	13,950	40,276	5,400
	91,930	62,219	40,428	4,133

22. Pension and other schemes

The group operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the group to the scheme and amounted to £22,479 (2021: £19,733).

Disability Initiative
year ended 31 December 2022

Notes to the Financial Statements

23. Commitments

Charity

The charity had total commitments under non-cancellable operating leases for the Resource Centre as set out below:

	2022	2021
	£	£
No later than one year	3,500	3,500
Later than one year and no later than five years	14,000	14,000
Later than five years	259,000	259,000

The ground rent is currently funded by an annual grant for the same amount from the landlord, Surrey Heath Borough Council.

Disability Initiative year ended 31 December 2022

Notes to the Financial Statements

24. Funds

Group	Balance at 1 January 2022	Incoming Resources	Resources Expended	Balance at 31 December 2022
	£	£	£	£
<u>Unrestricted Funds</u>				
General	787,297	636,201	(707,727)	715,771
Designated	140,000	-	-	140,000
Total unrestricted funds	927,297	636,201	(707,727)	855,771
<u>Restricted Funds</u>				
Buildings	79,460	-	(2,834)	76,626
Rehabilitation project – community fund	9,132	-	(149)	8,983
Motomeds	1,956	-	(536)	1,420
COVID		5,992	(5,992)	-
TNLCF Restricted Fund		25,000	(16,667)	8,333
Garden		27,300	(7,058)	20,242
Integrated Pathway		24,000	(24,000)	-
Hampshire Workforce		420	(420)	-
SCC Omicron Fund		617	(617)	-
Other projects and equipment	3,919	-	(3,746)	173
Total restricted funds	94,468	83,330	(62,020)	115,778
Total funds	1,021,765	719,531	(769,747)	971,549
Group	Balance at 1 January 2021	Incoming Resources	Resources Expended	Balance at 31 December 2021
	£	£	£	£
<u>Unrestricted Funds</u>				
General	678,930	690,655	(582,288)	787,297
Designated	140,000	-	-	140,000
Total unrestricted funds	818,930	690,655	(582,288)	927,297
<u>Restricted Funds</u>				
Buildings	82,503	-	(3,043)	79,460
Rehabilitation project – community fund	9,298	-	(166)	9,132
Motomeds	2,671	-	(715)	1,956
COVID 19 Response project	99,420	-	(99,420)	-
Other projects and equipment	8,914	-	(4,995)	3,919
Total restricted funds	202,806	-	(108,339)	94,468
Total funds	1,021,736	690,655	(690,627)	1,021,765

Disability Initiative

year ended 31 December 2022

Notes to the Financial Statements

Charity	Balance at 1 January 2022	Incoming Resources	Resources Expended	Balance at 31 December 2022
	£	£	£	£
<u>Unrestricted Funds</u>				
General	809,452	179,142	(208,875)	779,719
Designated	140,000	-	-	140,000
Total unrestricted funds	949,452	179,142	(208,875)	919,719
<u>Restricted Funds</u>				
Buildings	79,460	-	(2,834)	76,626
Rehabilitation project – community fund	9,132	-	(149)	8,983
Motomedes	1,956	-	(536)	1,420
COVID		5,992	(5,992)	-
TNLCF Restricted Fund		25,000	(16,667)	8,333
Garden		27,300	(7,058)	20,242
Integrated Pathway		24,000	(24,000)	-
Hampshire Workforce		420	(420)	-
SCC Omicron Fund		617	(617)	-
Other projects and equipment	3,919	-	(3,746)	173
Total restricted funds	94,468	83,329	(62,019)	115,778
Total funds	1,043,920	262,471	(270,894)	1,035,497
Charity	Balance at 1 January 2021	Incoming Resources	Resources Expended	Balance at 31 December 2021
	£	£	£	£
<u>Unrestricted Funds</u>				
General	703,641	202,521	(96,170)	809,452
Designated	140,000	-	-	140,000
Total unrestricted funds	843,641	202,521	(96,170)	949,452
<u>Restricted Funds</u>				
Buildings	82,503	-	(3,043)	79,460
Rehabilitation project – community fund	9,298	-	(166)	9,132
Motomedes	2,671	-	(715)	1,956
COVID 19 Response project	99,420	-	(99,420)	-
Other projects and equipment	8,914	-	(4,995)	3,919
Total restricted funds	202,806	-	(108,339)	94,468
Total funds	1,046,447	202,521	(205,049)	1,043,920

Disability Initiative

year ended 31 December 2022

Notes to the Financial Statements

The specific purposes for which the funds are to be applied are as follows:

Restricted Funds

- a) Buildings:
All other restricted grants and donations relating to the original constructions cost of the Resource Centre are held within this fund. These appeals are now closed. All outgoings relate entirely to depreciation.
- b) Rehabilitation Project – Community Fund:
In 2001, the Charity embarked upon a project for the establishment of a Specialist Rehabilitation service. Project funding came to an end in February 2004. Since, some of the funding was spent on capital equipment, depreciation charges will continue to be made against the fund until the fund is fully utilised.
- c) Motomedes:
During 2015 the Charity received fund for the purchase of 3 Motomed devices and related accessories. These funds are to be held in a separate restricted fund until the equipment has been fully depreciated or disposed of.
- d) Other projects and equipment:
As part of its continuing work, the charity seeks support from both the general public and other donors in the financing of its activities and its specialist equipment. When funds are received in response to specific requests, they are held in separate restricted funds until they have been spent or, if a fixed asset is purchased, until that asset has been fully depreciated.

Unrestricted Funds

Within the unrestricted funds, in view of the expected maintenance needs of the Resource Centre over the short to medium term, the trustees have elected to maintain a designated fund to represent the cash set aside to meet these future costs as they arise.

25. Analysis of net assets between funds

Group	Unrestricted funds	Restricted funds	Total funds
	£	£	£
Tangible fixed assets	484,625	94,468	579,093
Intangible fixed assets	7,077	-	7,077
Heritage assets	4,600	-	4,600
Current assets	472,709	-	472,709
Current liabilities	(63,354)	(28,576)	(91,930)
Total net assets	905,657	65,892	971,549

Charity	Unrestricted funds	Restricted funds	Total funds
	£	£	£
Tangible fixed assets	440,575	94,468	535,043
Heritage assets	4,600	-	4,600
Investments	100	-	100
Current assets	536,182	-	536,182
Current liabilities	(11,852)	(28,576)	(40,428)
Total net assets	969,605	65,892	1,035,497

DISABILITY INITIATIVE

England & Wales - Charity number 1049002

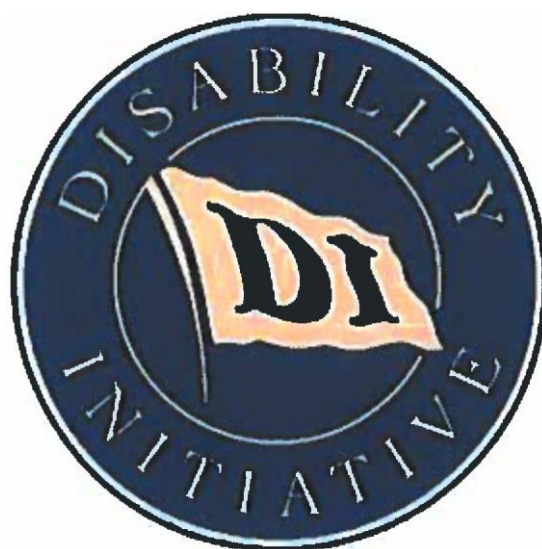
Accounts

Company Registration Number: 03029077
Charity Registration Number: 1049002

Disability Initiative

(a company limited by guarantee)

Annual Report and Financial Statements
for the year ended 31 December 2021



Disability Initiative

year ended 31 December 2021

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Disability Initiative
year ended 31 December 2021

Reference and Administrative Details

Chairman	Mr R N Ricketts CBE
Chief Executive Officer	Lucy Brown
Trustees	Mr G Bignell Mrs M Calder Mr T M Torrington Mr J Scott Mrs E Kennedy Sir A V Morris Mr R N Ricketts CBE
Principal Office and Registered Office	Resource Centre Knoll Road Camberley Surrey GU15 3SY
Company Registration Number	03029077
Charity Registration Number	1049002
Auditor	Branston Adams Suite 2 Victoria House South Street Farnham Surrey GU9 7QU
Bankers	Lloyds Bank PLC 19-23 Obelisk Way Camberley Surrey GU15 3SE Handlesbanken Bank PLC Building 4.3 Frimley Business Park Frimley Surrey GU16 7SG

Disability Initiative year ended 31 December 2021

Strategic Report

Chairmans Message

Despite the considerable continuing Covid-related challenges during 2021, DI kept our people safe and well, although many were dealing with some very difficult issues. Clients, their families, and carers showed outstanding fortitude during this period of turbulence, which was truly inspiring.

The DI Team's commitment and resourcefulness were extraordinary and as ever they demonstrated professionalism, resilience, agility and above all, everyone involved with DI showed extraordinary compassion, kindness and consideration towards others.

DI continued to solve problems and facilitate interventions to help our clients and their families.

Accolades for DI's contribution to the community were received from The Lord Lieutenant of Surrey, and The High Sheriff who presented, to all the team, in the presence of our Patron, The Countess of Wessex.



We were incredibly proud that DI was held up as a beacon by the Tavistock Institute when it published its review of outstanding Leadership and Management, shown throughout the pandemic.



Disability Initiative year ended 31 December 2021

Staff attendance levels throughout 2021 were remarkable. Whilst many Health and Social Care organisations were reporting high sickness levels, low morale and burnout, DI remained buoyant, and tenacious with non-related Covid sickness levels at less than 0.6% for the year. Even with Covid it was less than 1%. This is testimony to their dedication and well-being and to the protocols we applied from our Strategic Risk Analysis alongside compliance with Government and NHS guidelines.

It's easy to lose track now of the lockdown periods imposed during 2021 because of Covid, but the year began with a third period of lockdown from 6th January, followed in February with the Government's 'roadmap' for easing us out of it and towards normality. In March there was a gradual relaxation of restrictions on numbers gathering outdoors, but it wasn't until May that social gatherings had the 'rule of 6' and indoor venues could reopen subject to control measures being applied. Despite this, DI Resource Centres in Camberley & Fleet were experiencing 95% Covid secure attendance whilst 5% received visits from Keyworkers or volunteers on our hybrid Outreach programme. DI's dynamic service model, that we developed in 2020, had evolved into our new 'normal'.



A significant accomplishment in DI's success story was getting our Keyworkers recognised as 'essential workers' within the NHS Health & Social Care Framework in 2020. This enabled us to continue with our hybrid service during the 2021 lockdown periods, but it also qualified our team to be amongst the first recipients of the Covid vaccine programme which the Government had started to roll out from March 2021. Recognition as an 'essential service' also enabled the continued acquisition of personal protective equipment (PPE) from Government stock (delivered by the Fire Service) and Covid testing kits from 'Track & Trace'.

All staff, volunteers and clients had been vaccinated and boosted and were taking regular PCR tests as part of our Infection Prevention & Control policy.

We have had the new windows and boiler installed and also received grants from Hampshire and Surrey County Councils from the Infection Prevention Grant. In line with the funds, we installed Infection Prevention Control measures i.e. touch-free door openers and dispensers throughout buildings as well as a room divider in Fleet.

We are currently obtaining quotes to refurbish both Camberley and Fleet outside areas to create "Wellbeing gardens" for our clients. Fortunately, Swinley Golf Course have offered DI a Charity Day in April 2022, so hopefully that will enable us to raise funds towards this project.

As shown in the Financial Report, we were pleased to end 2021 in a much stronger financial position than was forecast, due to prudent accounting and charitable donations and grants.

We recently submitted an application to The National Lottery for the "Adept" Project. This would enable DI to bring in sessional specialist tutors to enhance the skills and abilities of all involved with the Charity. If successful, this will be an ground breaking development that will have a very positive long term impact.

We hope that 2022 will bring about some stability and continued progress , but what we know is that regardless, DI will continue to do all in its power to ensure people with disabilities get the support they need to thrive.

Mr R N Ricketts
Chairman

Disability Initiative year ended 31 December 2021

Trustee's Report

The Trustees, who are Directors for the purposes of Company Law, present the Annual Report together with the financial statements of the charitable company for the year ended 31st December, 2021.

Objectives and Activities

Objectives of The Board

At the beginning of 2021, the prime objective was to sustain the dynamic hybrid service model that had evolved for us in 2020, keeping our clients safe and well in what were still fluid and uncertain times. As the year unfolded and the country was gradually emerging from a third lockdown period which had begun in early January, the Board held a Strategic Meeting on 2nd July 2021 to set out Objectives for the next 12-18 months. These were chosen after reflecting on lessons learned from the Covid pandemic.

Business & Service Model, Camberley:

- Continue the diverse mix of services that the new dynamic hybrid model had delivered so successfully in 2020 and during the first half of 2021.

Clients strongly welcomed and benefitted from this approach. It continued to allow staff to provide a resilient, flexible response, supporting clients and their families when other services had shut down. Hub-based activities with outreach, including home assessment, has proven to be the way forward for DI as our new 'normal'.

Business & Service Model, Fleet:

- Continue with the facility at Fleet and increase the number of users, possibly widening the range of services offered, subject to maintaining service quality and avoiding unrecoverable step or increased costs
- Review Management arrangements and put them on a sustainable footing

The new satellite centre at Fleet has worked well, delivering proof of concept and successfully meeting growing demand from Hampshire clients and commissioners. It is affordable, sustainable and beneficial for users.

We now have a Senior Keyworker with on-site responsibility as Co-ordinator for service delivery at Fleet, leading his team of fellow Keyworkers and volunteers, as required.

Discharge and Rehabilitation Pathway, Frimley Park Hospital:

- Build on the considerable progress already made with colleagues at Frimley Health and care Integrated Care System on the development and agreement of a new discharge and slow stream rehabilitation pathway

This is key to joint service development with NHS providers and funders, and throughout 2021 relationships were established despite ongoing Covid challenges. DI is working with NHS colleagues towards becoming an integral part of the Integrated Care Pathway (ICP).

Disability Initiative year ended 31 December 2021



Staffing:

- Retain the momentum, motivate existing experienced staff, investing in their development, and position ourselves as an attractive employer in what will become an ever-tighter labour market.

Everyone at DI has worked flexibly and intensively to support clients during extraordinarily challenging times. They've remained motivated and were fully supported. The Trustee Board awarded honorariums to the Team in recognition of their outstanding work and commitment to the Charities purpose throughout the Pandemic. The Chief Executive has also reviewed DI's policies for recruitment, retention and staff development, whilst the incoming Chairman is preparing a succession plan for Trustees and in the longer term, for the Chief Executive.



Funding:

- we make a credible case for commissioners to use DI's services

Disability Initiative year ended 31 December 2021

Hampshire emerged as our major funder and during 2021 and we continue to build on this relationship. All Local Authorities and NHS commissioners face increasing financial constraints and so DI has reaffirmed how its services are beneficial to their users and carers, helping to avoid re-admission to hospital, residential care or family breakdown. To assist in demonstrating the cost-effectiveness, we have begun to develop costed case-studies which show the substantial avoidable costs to the Health and Social Care and the considerable benefits clients and their families experience when accessing DI.

Marketing:

- raise political, community and funder awareness of its unique services and the benefits they bring

Plans are underway for the Countess of Wessex to host an event at Bagshot Park, probably for DI's 50th Anniversary. The Tavistock Institute's review of outstanding leadership & management during the pandemic has created greater awareness of DI amongst opinion formers and funders.

Risk Management:

- Review the risks to DI and its clients from a large-scale cyber-attack, and develop contingency plans
- Provide a 'watching brief' to get early warning of any potential disruption to services from the town centre redevelopment

The risk assessment and contingency plans for a cyber attack have been completed, whilst the watching brief is ongoing. We have subsequently implemented a NAS and AZURE Cloud based off-site solution. An RDX back up would have been preferable, but there is limited supply in the UK at this time, which would have rendered us vulnerable for up to 6 months.

Medium-term:

Collaboration with Commercial and other Organisations:

- Continue to watch for and explore opportunities to work with appropriate organisations, where this could benefit clients and/or increase efficiency.



Disability Initiative year ended 31 December 2021

DI is continuing to develop relationships and opportunities with organisations offering support services or technologies to DI.

Public Benefit

The trustees confirm that they have complied with the requirements of section 4 of the Charities Act 2011 to have due regard to public benefit guidance published by the Charity commission of England and Wales.

Structure, governance and management

Nature of governing document

Disability Initiative (DI) is a company limited by guarantee registered in England. Its governing document is its Memorandum and Articles of Association. It is registered as a charity with the Charity Commission, and in the event of the company being wound-up, members are required to contribute an amount not exceeding £1.

The charity's articles provide for day-to-day management of the charity to be delegated to the Chief Executive and is overseen by a board of over 2 and up to 11 trustees. A trustee may be appointed by Ordinary Resolution or by a simple majority of all the trustees entitled to attend and vote at any meeting of the trustees. A trustee shall hold office until the end of the first meeting of the trustees following the third anniversary of their appointment. A trustee shall be permitted to stand for re-election for a further three year term and if re-elected shall serve until the end of the first meeting of the trustees following the sixth anniversary of their appointment.

If a trustee has a special skill or experience they may be invited by the other trustees to stand for re-election for a further term of between one and three years as specified by the trustees. In this case they shall serve until the end of the first meeting of the trustees following either the first, second or third anniversary of their re-election. No one person may serve as a trustee of the charity for more than nine years without a break of at least three calendar years.

Recruitment and appointment of trustees

The board seeks to recruit trustees who have experience in the areas of disability or who bring needed professional skills in the broader areas of health, care, education or administration. The existing trustees then vote and elect the trustee in waiting to the board. Subsequently an induction programme is implemented. This will include time at the Resource Centre with members and staff, governance responsibility and general familiarity with the organisation and its operations. All trustees are DBS and reference checked.

Induction and training of trustees

The trustees are conscious of the need to maintain an appropriate balance in complementary skills that they offer in their work with the charity. Therefore, whenever a vacancy arises, substantial consideration is given to the knowledge, skills and experience that might be required in any new trustee when drawing up a new trustee profile. This also requires a regular review of the skills of the board.

Disability Initiative

year ended 31 December 2021

Statement of Trustee's Responsibilities

The trustees (who are also the directors of Disability Initiative for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must only approve the financial statements when they are satisfied that they give a true and fair view of the state of affairs of the charitable company, of its incoming and application of resources, including its income and expenditure. In preparing these financial statements, the trustees are required to:

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

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and 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.

Auditor

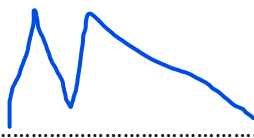
Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

The auditor is deemed to have been appointed in accordance with section 487 of the Companies Act 2006.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the trustees of the charity on and signed on its behalf by:


.....

Mr R N Ricketts
Chairman

Disability Initiative

year ended 31 December 2021

Independent Auditor's Report to the Members of Disability Initiative

Opinion

We have audited the financial statements of Disability Initiative (the 'charitable parent company') and its subsidiaries (the 'group') for the year ended 31 December 2021, which comprise the Consolidated Statement of Financial Activities, Consolidated Balance Sheet, , Balance Sheet, Consolidated Statement of Cash Flows and Notes to the Financial Statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is United Kingdom Accounting Standards, comprising Charities SORP - FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and applicable law (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and parent charity's affairs as at 31 December 2021 and of the group's results 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 and Charities Act 2011

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 group 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

We have nothing to report in respect of the following matters in relation to which the JSAs (UK) require us to report to you where:

- the trustees use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the group's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

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 auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

Disability Initiative

year ended 31 December 2021

Independent Auditor's Report to the Members of Disability Initiative

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 Strategic Report and Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Strategic Report and 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 group and the parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Strategic Report and the Trustees' Report.

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

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

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities [set out on page 11], the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group's and the parent 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 group or the parent 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 JSAs (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.

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

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may

Disability Initiative

year ended 31 December 2021

Independent Auditor's Report to the Members of Disability Initiative

involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the group's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the group's or the parent charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the group or the parent charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion.

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

Use of our report

This report is made solely to the charitable parent company's trustees, 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 group's trustees 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 parent company and its trustees as a body, for our audit work, for this report, or for the opinions we have formed.

.....
Mr Paul Adams
Statutory Auditor

.....
Date

For and on behalf of Branston Adams,
Suite 2
Victoria House
South Street
Farnham
Surrey
GU9 7QU

Disability Initiative
year ended 31 December 2021
Consolidated Statement of Financial Activities

Year ended 31 December 2021	Note	Unrestricted Funds	Restricted Funds	Total
Income and Endowments from:				
Donations and legacies	3	143,155	-	143,15
Charitable activities	4	494,899	-	494,899
Other income	5	52,600	-	52,600
Total income		690,654	-	690,654
Expenditure on:				
Raising funds	6	(28,215)	(16,977)	(45,192)
Charitable activities	7	(554,072)	(91,361)	(645,433)
Total expenditure		(582,287)	(108,338)	(690,625)
Net expenditure		108,367	(108,338)	29
Net movement in funds		108,367	(108,338)	29
Reconciliation of funds:				
Total funds brought forward		818,930	202,806	1,021,736
Total funds carried forward	25	927,297	94,468	1,021,765
Year ended 31 December 2020				
	Note	Unrestricted Funds	Restricted Funds	Total
Income and Endowments from:				
Donations and legacies	3	15,847	106,944	122,791
Charitable activities	4	546,588	2,450	549,038
Other income	5	51,896	0	51,896
Total income		614,331	109,394	723,725
Expenditure on:				
Raising funds	6	(13,752)	0	(13,752)
Charitable activities	7	(613,504)	(11,073)	(624,577)
Total expenditure		(627,256)	(11,073)	(638,329)
Net expenditure		(12,925)	98,321	85,396
Net movement in funds		(12,925)	98,321	85,396
Reconciliation of funds:				
Total funds brought forward		831,855	104,485	936,340
Total funds carried forward	25	818,930	202,806	1,021,736

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

The funds breakdown is shown in note 24.

Disability Initiative year ended 31 December 2021

Consolidated Balance Sheet

	Note	2021 £	2020 £
Fixed Assets			
Tangible assets	15	609,553	607,294
Intangible assets	14	9,436	12,582
Heritage assets	16	4,600	4,600
		<u>623,589</u>	<u>624,476</u>
Current Assets			
Stocks	19	100	100
Debtors	20	117,433	125,164
Cash at bank and in hand	21	342,862	403,222
		<u>460,395</u>	<u>528,486</u>
Creditors: Amounts falling due within one year	22	(62,219)	(131,225)
Net Current Assets		<u>398,176</u>	<u>397,261</u>
Net Assets		<u>1,021,765</u>	<u>1,021,736</u>
Funds of the Group			
Restricted funds		94,468	202,806
Unrestricted funds		927,297	818,930
Total Funds	25	<u>1,021,765</u>	<u>1,021,736</u>

The financial statements on pages 15 to 34 were approved by the trustees and authorised for issue on

..... and signed on their behalf by:



.....

Mr R N Ricketts
Chairman

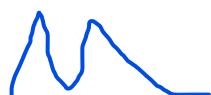
Disability Initiative
year ended 31 December 2021
Balance Sheet – Registration number 03029077

	Note	2021 £	2020 £
Fixed Assets			
Tangible assets	15	560,013	587,064
Heritage assets	16	4,600	4,600
Investments		100	100
		<u>564,713</u>	<u>591,764</u>
Current Assets			
Debtors	20	288,135	208,578
Cash at bank and in hand	21	196,605	276,014
		<u>484,740</u>	<u>484,592</u>
Creditors: Amounts falling due within one year	22	(5,533)	(29,909)
Net Current Assets		<u>479,207</u>	<u>454,683</u>
Net Assets		<u>1,043,920</u>	<u>1,046,447</u>
Funds of the Group			
Restricted funds		94,468	202,806
Unrestricted funds		949,452	843,641
Total Funds	25	<u>1,043,920</u>	<u>1,046,447</u>

The Charity made a surplus for the financial year of £77,326 (2020: £7,931).

The financial statements on pages 15 to 34 were approved by the trustees, and authorised for issue on

..... and signed on their behalf by:



.....
Mr R N Ricketts
Chairman

Disability Initiative

year ended 31 December 2021

Consolidated Statement of Cashflows

	Note	2021 £	2020 £
Cashflows from operating activities			
Net (expenditure) / income		29	85,396
Adjustments to cashflows from non-cash items			
Depreciation	15	43,565	42,636
		<u>43,594</u>	<u>128,032</u>
Working capital adjustments			
Decrease in debtors	20	7,731	7,671
Increase in creditors	22	(69,006)	72,985
Net Cashflows from operating activities		<u>(61,275)</u>	<u>80,656</u>
Cashflows from investing activities			
Purchase of tangible fixed assets	15	45,824	60,317
		<u>45,824</u>	<u>60,317</u>
Net decrease in cash and cash equivalents		<u>28,143</u>	<u>269,005</u>
Cash and cash equivalents at 1 January 2021		523,855	254,850
Cash and cash equivalents at 31 December 2021		<u>551,998</u>	<u>523,855</u>

All of the cashflows are derived from continuing operations during the above two periods.

Disability Initiative

year ended 31 December 2021

Notes to the Financial Statements

1. **General Information**

The charity is a private company limited by guarantee without share capital, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is The Resource Centre, Knoll Road, Camberley, Surrey, GU15 3SY.

The charity is a company limited by guarantee and has no share capital. In the event of the company being wound up, every member at that date and any member who has ceased to be a member in the previous twelve months will be liable to meet the net debts and liabilities (contracted before he or she ceases to be a member) up to a maximum contribution of £1.

2. **Accounting Policies**

Summary of significant account policies and key accounting estimates

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

Statement of compliance

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 (FRS 102 effective 1 January 2015 – Charities SORP), the Companies Act 2006 and the Charities Act 2011.

The charity constitutes a public benefit entity as defined by FRS102.

Basis of preparation

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Basis of consolidation

The financial statements consolidate the results and position of the subsidiary undertaking on a line by line basis in both the Statement of Financial Activities (including income and expenditure account) and the Balance Sheet. A separate Statement of Financial Activities and Statement of Cash Flows for the charity has not been presented because the group has taken advantage of the exemption afforded by section 408 of the Companies Act 2006.

Going Concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Income and endowments

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

Income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.

Legacy income is recognised when receipt is probable and entitlement is established.

Disability Initiative

year ended 31 December 2021

Notes to the Financial Statements

Income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.

Income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted. The amounts shown in the accounts are net of VAT.

Interest income is recognised on a receivable basis.

Expenditure

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

Expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods. They do not include the costs of disseminating publicity and information about the charity's day-to-day disability services. These fundraising costs are:

- (i) always charged to Resources Expended as incurred even if some costs are attributable to projects for which grants or donations are promised in future accounting periods.
- (ii) allocated against funds received based on estimates of the time or resources spent on each fundraising project. Unattributable costs and general costs are charged to unrestricted funds.

Expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.

Other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

Most expenditure for the Group relates to charitable activities and consists of direct and indirect expenses of running services for the disabled clients at the Resource Centre in Surrey.

Support costs

Certain expenditure is directly attributable to specific activities and has been reported in those expenditure categories. Other support costs which are not attributable to any one activity are apportioned across expenditure categories on an appropriate basis. Staff costs are allocated on the basis of time estimates, property costs are allocated on the floor area utilised and other costs are allocated on estimates of usage.

Governance costs

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

Tangible fixed assets

All assets costing over £250 are considered for capitalisation subject to considerations as to the likely useful life of each item.

Disability Initiative

year ended 31 December 2021

Notes to the Financial Statements

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses.

Heritage assets

Heritage assets are measured under the revaluation model and are revalued at each reporting date.

The very long expected lives of heritage assets, due to their natures, value and need to be protected and preserved means that depreciation is not material and is, therefore, not provided.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Therapy, office and IT equipment	25% reducing balance
Building fixtures and equipment	Between 4% and 10% reducing balance
Leasehold building	Straight line over the period of the lease

Trade creditors

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

Fund Structure

Unrestricted funded are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds set aside by the trustees for a particular purpose. The aims and uses of each designated fund are set out in the detailed notes to these 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 a particular purpose. Expenditure that meets these criteria is charged to each fund, together with the direct costs of raising such funds, as explained in the resources expended policy. The aims and uses of each significant restricted fund are set out in the detailed notes to these financial statements.

Pensions and other post retirement obligations

A defined contribution plan is a pension plan under which fixed contributions are paid into a pension fund and the company has no legal or construction obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised as employee benefit expense when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

Financial instruments

Recognition and measurement

A financial asset of financial liability is recognised only when the charity becomes a party to the contractual provision of the instrument.

Disability Initiative year ended 31 December 2021

Notes to the Financial Statements

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Debt instruments are subsequently measured at amortised cost.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

Impairment

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

3. Income from donations and legacies

	Unrestricted General £	Restricted Funds £	Total 2021 £	Total 2020 £
Donations and legacies				
Donations from companies, trusts and similar proceeds	143,155	-	143,155	106,944
External donations and grants	-	-	-	15,814
	143,155	-	143,155	122,758

During the year ended 31 December 2021 the charity received grants of £52,552 in respect of Covid-19 pandemic.

4. Income from charitable activities

	Unrestricted Funds £	Total 2021 £	Total 2020 £
Provision of disability services	494,899	494,899	536,588

5. Investment income

	Unrestricted Funds £	Total 2021 £	Total 2020 £
<u>Investment Income</u>			
Interest receivable and similar income	48	48	2,993
<u>Other Income</u>			
Government Grants	52,552	52,552	48,903
	52,600	52,600	51,896

Disability Initiative year ended 31 December 2021

Notes to the Financial Statements

6. Expenditure on raising funds

Costs of generating donations and legacies

	Note	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Total 2020 £
Other direct costs of generating voluntary income		180	-	180	408
Allocated support costs	8	28,035	16,977	45,012	13,344
		28,215	16,977	45,192	13,752

7. Expenditure on charitable activities

	Note	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Total 2020 £
Provision of disability services		328,879	91,361	420,240	294,772
Allocated support costs	8	243,733	16,977	260,710	338,057
Governance costs	8	9,675	-	9,675	5,500
		582,287	108,338	690,625	638,329
Raising Funds		28,215	16,977	45,192	13,752
Services to Clients		554,072	91,361	645,433	624,577
		582,287	108,338	690,625	638,329

£589,942 (2020: £627,256) of the above expenditure was attributable to unrestricted funds and £108,338 (2020: £11,073) to restricted funds.

8. Analysis of governance and support costs

Support costs allocation

	Raising Funds £	Services to Clients £	Total 2021 £	Total 2020 £
Staff costs		88,199	88,199	174,407
Legal and professional	13	3,664	3,677	4,388
Premises and equipment maintenance	9,009	68,471	77,480	59,017
Other	1,939	42,525	44,464	49,540
Depreciation and disposals	27,051	19,659	46,710	42,634
Outings and catering	180	-	180	196
Bad debt provision	-	-	-	7,875
	38,192	222,518	260,710	338,057
Governance costs	7,000	2,675	9,675	5,500

Governance costs

	Unrestricted Funds £	Total 2021 £	Total 2020 £
Audit & Accountancy of the financial statements	9,675	9,675	5,500

Disability Initiative year ended 31 December 2021

Notes to the Financial Statements

Trustees expenses consists of £Nil (2020: £Nil for trustees' meeting expenses) and £Nil for trustees' training costs (2020: £Nil).

9. Net incoming / outgoing resources

Net outgoing resources for the year include:

	2021 £	2020 £
Amortisation of fixed assets	3,146	4,194
Depreciation of fixed assets	43,565	34,246

10. Trustees remuneration and expenses

No remuneration was paid to the trustees in either year and nor were any travel expenses reimbursed to any trustees. Expenses relating to trustee's meetings and trustee training costs are shown under governance costs. See note 8.

11. Staff Costs

The aggregate payroll costs were as follows:

	2021 £	2020 £
Wages and salaries	315,949	387,405
Social security costs	23,105	31,678
Pension costs	19,733	18,371
Staff training and recruitment	17,322	5,729
	376,109	443,183

Employee costs, including pension costs, are split between activities based on the number of sessions provided to clients.

The monthly average number of persons (including senior management team) employed by the group during the year expressed as full-time equivalents were as follows:

	2021	2020
Disability services	15	15
Management and administration	4	4
	19	19

The total employee benefits of the key management personnel of the group were £102,239 (2019: £133,926).

12. Auditor's remuneration

	Group		Charity	
	2021 £	2020 £	2021 £	2020 £
Audit of the financial statements	8,300	4,500	5,100	2,250

13. Taxation

The group is a registered charity and is therefore exempt from taxation.

Disability Initiative year ended 31 December 2021

14. Intangible fixed assets

Group	Software £	Total £
Cost		
At 1 January 2021	16,776	16,776
Additions	-	-
Transfers	-	-
At 31 December 2021	16,776	16,776
Depreciation		
At 1 January 2021	4,194	4,194
Charge for the year	3,146	3,146
At 31 December 2021	7,340	7,340
Net book value at 31 December 2021	9,436	9,436
Net book value at 31 December 2020	12,582	12,582
Charity	Software £	Total £
Cost		
At 1 January 2021	-	-
Additions	-	-
Transfers	-	-
At 31 December 2021	-	-
Depreciation		
At 1 January 2021	-	-
Charge for the year	-	-
At 31 December 2021	-	-
Net book value at 31 December 2021	-	-
Net book value at 31 December 2020	-	-

Disability Initiative

year ended 31 December 2021

Notes to the Financial Statements

15. Tangible fixed assets

Group	Land and Buildings	Furniture and Equipment	Equipment	Total
	£	£	£	£
Cost				
At 1 January 2021	526,729	475,410	223,062	1,225,201
Additions	-	-	45,824	45,824
Transfers				
At 31 December 2021	526,729	475,410	268,886	1,271,025
Depreciation				
At 1 January 2021	97,397	357,746	162,764	617,907
Charge for the year	5,267	11,766	26,532	43,565
At 31 December 2021	102,664	369,512	189,295	661,472
Net book value at 31 December 2021	424,065	105,898	79,594	609,553
Net book value at 31 December 2020	429,332	117,664	60,301	607,294
Charity	Land and Buildings	Furniture and Equipment	Equipment	Total
	£	£	£	£
Cost				
At 1 January 2021	526,729	475,410	161,038	1,163,177
Additions	-	-	-	-
Transfers	-	-	-	-
At 31 December 2021	526,729	475,410	161,038	1,163,177
Depreciation				
At 1 January 2021	97,397	357,748	120,969	576,114
Charge for the year	5,267	11,766	10,017	27,050
At 31 December 2021	102,664	369,514	130,986	603,164
Net book value at 31 December 2021	424,065	105,896	30,052	560,013
Net book value at 31 December 2020	429,332	117,662	40,069	587,063

Included within the net book value of land and buildings above is £424,605 (2020: £429,332) in respect of leaseholds.

The leasehold building is the Resource Centre in Camberley, which is stated at historical costs less depreciation. The lease of the land for the Centre is for a period of 99 years, expiring on 26 January 2099. The annual ground rent amounts to £3,500.

16. Heritage assets

Group and Charity	Jewellery	Total
Valuation		
At 1 January 2021	4,600	4,600
At 31 December 2021	4,600	4,600
Depreciation	-	-
Net book value	4,600	4,600
At 31 December 2021	4,600	4,600

Disability Initiative year ended 31 December 2021

Notes to the Financial Statements

The asset was professionally valued on donation and the trustees review this at each year end. There have been no additions or disposals of heritage assets in the last 5 years.

17. Subsidiary undertaking – Disability Initiative Services Ltd

The charity's wholly owned trading subsidiary, Disability Initiative Services Ltd (DIS), is a company incorporated in England with the company number 02915444. The registered office is Resource Centre, Knoll Road, Camberley, Surrey, GU15 3SY. The share capital, comprising of 100 Ordinary £1 shares was purchased at a cost of £100 and was held by the charity throughout the year. The shares are shown at cost value in the accounts.

DIS provides services to disabled people in the Resource Centre in Camberley, Surrey. It funds its activities by selling sessions to social services, health organisations and private individuals. When DIS earns any profit above a basic minimum threshold required for the continued maintenance of its working capital and operations, it pays the profit to the charity by gift aid. DIS also operates some services including payroll on behalf of DI and these are recharged to DI by DIS.

DIS has been included on the consolidated accounts and a summary of its individual trading results is shown below:

	2021	2020
	£	£
Turnover from provision of Disability Services	605,496	524,450
Other Income	52,552	48,903
Operational and administrative expenses	(656,106)	(601,351)
Operating profit / (loss)	1,942	(27,998)
Other interest receivable and similar income	-	79
Retained in the subsidiary	<u>1,942</u>	<u>(27,919)</u>
Fixed assets	58,977	32,812
Current assets	234,685	229,612
Current liabilities	(316,331)	(287,035)
Net assets	<u>(22,669)</u>	<u>(24,611)</u>
Aggregate share capital and reserves	<u>(22,669)</u>	<u>(24,611)</u>

18. Results of the parent undertaking

The gross income and result of the parent charity excluding those of its subsidiary were as follows:

	2021	2020
	£	£
Total income	200,997	305,138
Net movement in funds	(1,911)	113,314

19. Stock

	Group		Charity	
	2021	2020	2021	2020
	£	£	£	£
Stock	100	100	100	100

Disability Initiative year ended 31 December 2021

Notes to the Financial Statements

20. Debtors

	Group		Charity	
	2021	2020	2021	2020
	£	£	£	£
Trade debtors	111,578	117,212	29,105	21,334
Due from group undertakings	-	-	259,030	185,720
Prepayments	5,855	7,952	-	1,524
Other debtors	-	-	-	-
	<u>117,433</u>	<u>125,164</u>	<u>288,135</u>	<u>208,578</u>

21. Cash and cash equivalents

	Group		Charity	
	2021	2020	2021	2020
	£	£	£	£
Cash in hand	1,290	1,628	568	912
Cash at bank	341,572	402,310	196,037	275,102
	<u>342,862</u>	<u>403,222</u>	<u>196,605</u>	<u>276,014</u>

22. Creditors: amount falling due within one year

	Group		Charity	
	2021	2020	2021	2020
	£	£	£	£
Trade creditors	11,796	14,364	-	3,300
Other taxation and social security	40,582	60,699	-	-
Other creditors	(4,109)	2,511	133	133
Accruals & deferred income	13,950	53,651	5,400	26,476
	<u>62,219</u>	<u>131,225</u>	<u>4,133</u>	<u>29,909</u>

23. Pension and other schemes

The group operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the group to the scheme and amounted to £19,733 (2020: £18,002).

24. Commitments

Charity

The charity had total commitments under non-cancellable operating leases for the Resource Centre as set out below:

	2021	2020
	£	£
No later than one year	3,500	3,500
Later than one year and no later than five years	14,000	14,000
Later than five years	259,000	259,000

The ground rent is currently funded by an annual grant for the same amount from the landlord, Surrey Heath Borough Council.

Disability Initiative year ended 31 December 2021

Notes to the Financial Statements

25. Funds

Group	Balance at 1 January 2021	Incoming Resources	Resources Expended	Balance at 31 December 2021
	£	£	£	£
Unrestricted Funds				
General	678,930	690,655	(580,266)	789,319
Designated	140,000	-	-	140,000
Total unrestricted funds	818,930	690,655	(580,266)	929,319
Restricted Funds				
Buildings	82,503	-	(3,043)	79,460
Rehabilitation project – community fund	9,298	-	(166)	9,132
Motomeds	2,671	-	(715)	1,956
COVID 19 Response project	99,420	-	(99,420)	-
Other projects and equipment	8,914	-	(4,995)	3,919
Total restricted funds	202,806	-	(108,339)	94,468
Total funds	1,021,736	690,655	(688,605)	1,023,787
Group	Balance at 1 January 2020	Incoming Resources	Resources Expended	Balance at 31 December 2020
	£	£	£	£
Unrestricted Funds				
General	691,855	583,777	(596,702)	678,930
Designated	140,000	-	-	140,000
Total unrestricted funds	831,855	583,777	(596,702)	818,930
Restricted Funds				
Buildings	85,779	-	(3,276)	82,503
Rehabilitation project – community fund	1,958	7,524	(184)	9,298
Motomeds	3,624	-	(953)	2,671
Other projects and equipment	-	99,420	-	99,420
Total restricted funds	13,124	2,450	(6,660)	8,914
	104,485	109,394	(11,073)	202,806
Total funds	936,340	693,171	(607,775)	1,021,736

Disability Initiative

year ended 31 December 2021

Notes to the Financial Statements

Charity	Balance at 1 January 2021	Incoming Resources	Resources Expended	Balance at 31 December 2021
	£	£	£	£
<u>Unrestricted Funds</u>				
General	703,641	202,521	(96,170)	809,452
Designated	140,000	-	-	140,000
Total unrestricted funds	843,641	202,521	(96,170)	949,452
<u>Restricted Funds</u>				
Buildings	82,503	-	(3,043)	79,460
Rehabilitation project – community fund	9,298	-	(166)	17,465
Motomeds	2,671	-	(715)	1,956
COVID 19 Response project	99,420	-	(99,420)	-
Other projects and equipment	8,914	-	(4,995)	3,919
Total restricted funds	202,806	-	(108,339)	94,468
Total funds	1,046,447	202,521	(201,509)	1,043,920
Charity	Balance at 1 January 2020	Incoming Resources	Resources Expended	Balance at 31 December 2020
	£	£	£	£
<u>Unrestricted Funds</u>				
General	688,648	198,657	(183,664)	703,641
Designated	140,000	-	-	140,000
Total unrestricted funds	828,648	198,657	(183,664)	843,641
<u>Restricted Funds</u>				
Buildings	85,779	-	(3,276)	82,503
Rehabilitation project – community fund	1,958	7,524	(184)	9,298
Motomeds	3,624	-	(953)	2,671
Other projects and equipment	-	99,420	-	99,420
Total restricted funds	13,124	2,450	(6,660)	8,914
	104,485	109,394	(11,073)	202,806
Total funds	933,133	308,051	(194,737)	1,046,447

Disability Initiative

year ended 31 December 2021

Notes to the Financial Statements

The specific purposes for which the funds are to be applied are as follows:

Restricted Funds

- a) Buildings:
All other restricted grants and donations relating to the original constructions cost of the Resource Centre are held within this fund. These appeals are now closed. All outgoings relate entirely to depreciation.
- b) Rehabilitation Project – Community Fund:
In 2001, the Charity embarked upon a project for the establishment of a Specialist Rehabilitation service, which received start-up funding from the Big Lottery Fund. Project funding came to an end in February 2004. Since, some of the funding was spent on capital equipment, depreciation charges will continue to be made against the fund for a few more years, until the fund is fully utilised.
- c) Motomedes:
During 2015 the Charity received fund for the purchase of 3 Motomed devices and related accessories. These funds are to be held in a separate restricted fund until the equipment has been fully depreciated or disposed of.
- d) Other projects and equipment:
As part of its continuing work, the charity seeks support from both the general public and other donors in the financing of its activities and its specialist equipment. When funds are received in response to specific requests, they are held in separate restricted funds until they have been spent or, if a fixed asset is purchased, until that asset has been fully depreciated.

Unrestricted Funds

Within the unrestricted funds, in view of the expected maintenance needs of the Resource Centre over the short to medium term, the trustees have elected to maintain a designated fund to represent the cash set aside to meet these future costs as they arise.

26. Analysis of net assets between funds

Group	Unrestricted funds £	Restricted funds £	Total funds £
Tangible fixed assets	497,044	112,509	609,553
Intangible fixed assets	9,436	-	9,436
Heritage assets	4,600	-	4,600
Current assets	460,395	-	460,395
Current liabilities	(62,219)	-	(62,219)
Total net assets	909,256	112,509	1,021,765

Charity	Unrestricted funds £	Restricted funds £	Total funds £
Tangible fixed assets	447,503	112,509	560,012
Heritage assets	4,600	-	4,600
Investments	100	-	100
Current assets	484,739	-	484,739
Current liabilities	(5,533)	-	(5,533)
Total net assets	931,409	112,509	1,043,918

Disability Initiative year ended 31 December 2021

Notes to the Financial Statements

27. Detailed Profit and Loss – Charity only

	2021		2020	
	£	£	£	£
Donations and Grants	142,542		122,758	
Provision of Disability Services	22,476		146,392	
Rental Income	35,979		35,988	
		<u>200,997</u>		<u>305,138</u>
Direct Salaries	43,174		42,378	
Activity and Buddy Scheme Expenses	23,543		13,864	
Event Costs	-		-	
Other Fundraising and Publicity Costs	180		196	
		<u>66,897</u>		<u>56,438</u>
Gross Profit		<u>134,100</u>		<u>248,700</u>
Rent	-		-	
Rates and Water	218		335	
Light and Heat	3,584		2,978	
Insurance	1,466		1,116	
Other Office Costs	159		212	
Computer Costs	44		-	
Cleaning	5,047		-	
Intercompany Recharges	-		2,777	
Wages	91,048		92,061	
Bank Fees	429		419	
Depreciation	27,051		31,696	
Accountancy Fees	1,900		500	
Legal and Professional Fees	13		-	
Audit Fees	5,100		4,500	
Bad Debts	-		1,705	
Trustees Expenses	-		-	
		<u>136,059</u>		<u>138,299</u>
Operating Loss		<u>(1,959)</u>		<u>110,401</u>
Bank Interest Received		48		2,913
Net Loss		<u>(1,911)</u>		<u>113,314</u>

DISABILITY INITIATIVE

England & Wales - Charity number 1049002

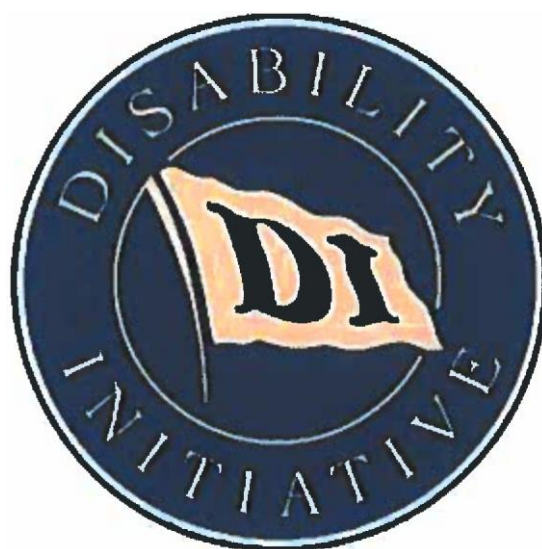
Accounts

Company Registration Number: 03029077
Charity Registration Number: 1049002

Disability Initiative

(a company limited by guarantee)

Annual Report and Financial Statements
for the year ended 31 December 2020



Disability Initiative

year ended 31 December 2020

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Disability Initiative
year ended 31 December 2020

Reference and Administrative Details

Chairman	Mr R N Ricketts CBE
Chief Executive Officer	Lucy Brown
Trustees	Mr G Bignell Mrs M Calder Mr T M Torrington Mr J Scott Mrs E Kennedy Sir A V Morris Mr R N Ricketts CBE
Principal Office and Registered Office	Resource Centre Knoll Road Camberley Surrey GU15 3SY
Company Registration Number	03029077
Charity Registration Number	1049002
Auditor	Branston Adams Suite 2 Victoria House South Street Farnham Surrey GU9 7QU
Bankers	Lloyds Bank PLC 19-23 Obelisk Way Camberley Surrey GU15 3SE Handlesbanken Bank PLC Building 4.3 Frimley Business Park Frimley Surrey GU16 7SG

Disability Initiative year ended 31 December 2020

Chairman's Report

Disability Initiative

Annual Report

2020

FOREWORD

"It is a far, far better thing that I do, than I have ever done"
(Charles Dickens, *A Tale of Two Cities*)

Charles Dickens wrote of extraordinary, revolutionary times in *A Tale of Two Cities*, bringing out the best in people. Meeting the challenges of Covid certainly brought out the best in DI and all its team. I am immensely proud of what DI has achieved during this uniquely challenging year. DI didn't close its doors. Instead, it strengthened and transformed the support and care provided to clients and carers alike, reaching out to people in their homes whilst maintaining core services. A remarkable team effort, and one which was much valued by clients, supporting their health and well-being whilst keeping them safe. I would like to take this opportunity to express my appreciation and thanks, and those of fellow trustees, to the team, who under Lucy's resilient leadership, achieved something quite remarkable.

DI is emerging from the pandemic in good state. Its reputation enhanced with clients, carers and commissioners. New service offers have been trialled, ready to work in partnership with the new Integrated Care Organisations, delivering seamless care and support. Remarkably, our finances, controls and governance remain sound, enabling us to invest in DI's future with confidence.

Thank you to Lucy Brown and the senior team for their outstanding leadership, to fellow trustees for providing strategic direction and their continued commitment to DI's aims, and above all, to those dedicated staff who have made all the difference to our clients.

Bob Ricketts CBE, Chairman, Disability Initiative

"The pandemic has thrown so many challenges into all our daily lives but it has also been an opportunity to reflect, to learn, and to change the way we do things."

Nottingham Business School.

Disability Initiative year ended 31 December 2020

Strategic Report

To quote Charles Dickens

“It was the best of times, it was the worst of times, it was the age of wisdom, it was the age of foolishness, it was the epoch of belief, it was the epoch of incredulity, it was the season of light, it was the season of darkness, it was the spring of hope, it was the winter of despair.”

2020 began with the preparation for the Patrons Initiative, an event held in February at HRH The Countess of Wessex’s home, bringing together over 30 local business owners. The purpose was to gain sponsorship for emergency sessions at DI for those with a disability who had reached crisis.



It was a very well received event and donations had begun to arrive, until everything as we knew it, changed. Covid 19 became a worldwide Pandemic.

Disability Initiative immediately responded to the Government announcement on March 17th 2020. Our particular client group was identified as “Shielded”, Cat A, highly vulnerable and told they must self-isolate, due to the Covid19 outbreak.

Within 24 hours DI had developed and implemented a hybrid approach which included an outreach service to support and safeguard 80+ physically disabled people with long term neurological deteriorating conditions and/or a brain injury and offer their carers and families and previous DI Clients the help they needed.

Despite the relentless virulence of the pandemic, DI remained fully functional providing community and Centre based support throughout the pandemic.

The extraordinary Board of Trustees and the DI staff Team did not waver from their mission. They demonstrated immense fortitude and worked tirelessly, flexing their work patterns and approach to meet everyone’s needs. DI was a beacon, providing Covid-secure specialist expertise and innovative, imaginative ways of working and always with a wholly person-centred approach.

Clients and their families said that the services DI provided helped prevent physical and intellectual deterioration, hospitalisation and family breakdown, whilst enhancing people’s overall wellbeing under extremely difficult circumstances.

The DI Team collaborated with and across all sectors, demonstrating leadership and professionalism. DI was acutely aware that services everywhere were retracting or closing and that many domiciliary, health services and social care providers were under tremendous strain, so the DI Team did all they could to help ease the pressure on other services. They gave 100% of themselves to ensure all clients had support throughout all the turbulent ever-changing landscape that the pandemic created.



Disability Initiative year ended 31 December 2020

DI worked with Frimley Park NHS Foundation Trust thanks to The National Lottery funding via the Department of Digital Culture Media and Sport, Covid 19 funding. Together we developed a structured Integrated Care Pathway framework for discharged Intensive Care hospital patients, into DI services for 6 sessions of slow stream rehabilitation.

The funding also enabled the implementation of a new data base to centralise and update data and help prepare DI for future projects and developments.



With the help of grants, DI has ensured sustained wellbeing for all those involved, including the staff and volunteers.

The Health Foundation states, "Covid19 has affected disabled people hardest and data shows that 6 in 10 people who died with Covid were disabled." The social response to the pandemic had a catastrophic impact on the disabled community. Rehabilitation sessions were cancelled, domiciliary services were reduced, many community services shut and reliance on family members increased overwhelmingly. Health and wellbeing of the disabled community deteriorated, including functional mobility and nutrition, whilst also experiencing increased isolation, anxiety and loss of confidence.

Many disabled people were not equipped with access to digital platforms to enable them to stay connected in some way. Some of the funding received by DI was utilised to purchase I-pads to increase technological capacity and abilities of clients and staff alike. It also enabled DI to enhance the functional mobility area and specialist equipment to meet the demands, post covid.

DI's Patron, HRH The Countess of Wessex volunteered her services at the Camberley Centre during the pandemic. She carried out various tasks to help our clients, including baking for food parcels, collating activity packs for delivery, Zooming Clients and inspiring and energising the DI Team.



The kindness, selflessness and generosity of our Patron and so many others were astonishing. Our heartfelt gratitude is eternal to these exceptional supporters, who gave of their time, themselves, and to those who donated funds to help overcome the effects of Covid 19 pandemic. There are so many to mention, but our key supporters are highlighted below showing their logos.

Disability Initiative year ended 31 December 2020



Particular thanks go to our volunteer Mike, whose versatility and steadfast support enhanced the work of the whole Team throughout the Pandemic.

Amidst the turmoil, some difficult decisions were made to ensure DI's longer term viability. There was uncertainty about statutory funding, all fundraising events including DI's 45th year Anniversary celebrations had to be cancelled and many other organisations had literally closed or suspended services.



Technology had replaced much of the periphery functions of the Charity, so utilising DI's shortage of work policy and then the Furlough scheme, most administrative staff were furloughed. Since then, it became apparent that one admin position was no longer required and was made redundant.

The impact of the pandemic provided DI with valuable opportunities to work in partnership with many other organisations. We were able to move swiftly and circumvent previous bureaucratic processes that were not appropriate during the pandemic. We were all working as a cohesive community. This ensured that people received the support they needed, ideas became realities, innovations implemented, and obstacles overcome. We are eternally grateful to our incredible staff, volunteers and supporters, all of whom ensured that DI continued to support those most vulnerable.

The Tavistock Institute used DI as a showcase for exceptional Leadership and Management throughout the pandemic. We are also proud that several of DI's case studies have also been shared as model practices via the Community Foundation, for National information.

DI developed a dynamic hybrid service model at the start of the Pandemic which has subsequently been imbedded into DI's daily operations. For DI it has been an age of wisdom, season of light and DI remains a constant beacon of hope.

The versatility and ability of the DI to respond to all of the clients and the wider community has secured DI's position as an essential specialist service, which will continue to respond and evolve to meet the needs of our clients and those of their families.

"Nothing that we do, is done in vain. I believe, with all my soul, that we shall see triumph."

— **Charles Dickens, A Tale of Two Cities**

Disability Initiative

year ended 31 December 2020

Financial Review

Policy on reserves

During 2020, the Trustees and Management Team conducted a review of the Reserves Policy to ensure that it continued to be relevant to the charity's strategy and activities. We continue to ensure that we have sufficient funds to meet any foreseeable needs as and when they arise. A designated maintenance fund is ring fenced with transfers being made periodically to ensure it is sufficient to meet expected outgoings.

The Trustees have calculated free reserves (those reserves available for general purposes) at 31 December 2020 as follows:

	£000
Total Funds at 31/12/20	937
Less total restricted funds	(105)
Less NBV of unrestricted fixed assets	(502)
Less designated funds	(140)
Less other commitments	-
Free Reserves at 31/12/20	190

Investment policy and objectives

Taking into account the reserves policy noted above, the Trustees have decided that to the extent current working capital levels permit, free reserves should be quickly realisable without any risk to their value. All such funds are therefore to be held in current accounts or interest bearing deposit accounts. Term deposits or accounts with access notice periods may be held in relation to the Maintenance Fund, where the length of the deposit term can be matched against expectations of future cash flows.

Principal risks and uncertainties

Risk management

The Trustees and management conduct a formal annual review of the major risks to which the charity is exposed. Additional key risk areas are also reviewed at each trustee meeting. DI's procedure for risk assessment identifies the level of seriousness of each risk, the consequence and the mitigating action that can be taken. Detailed procedures are in place to mitigate major risks and they are assessed under the headings of strategic and operational risk.

The Trustees consider that the internal control systems established, and their regular involvement all combine to enable the board to be confident that the major risks to which the charity is exposed are identified and that systems are in place to mitigate those risks to an acceptable level. Appropriate insurance is also in place to cover all insurable risks to both people and assets.

The strategic report was approved by the Trustees of the charity on 14/09/2021 and signed on its behalf by:

.....

Mr R N Ricketts

Chairman

Disability Initiative year ended 31 December 2020

Trustee's Report

The Trustees, who are Directors for the purposes of company law, present the annual report together with the financial statements of the charitable company for the year ended 31 December 2020.

Objectives and activities

Objectives of the Board

Performance for 2020 has been considered against objectives set by the board. The Board tasked the Chief Executive with the following key objectives:

Objective: Enhancing partnerships and relationships

Utilising community assets and resources, professional collaborative working, specialist advice and support and empowering people to take control of their own health and care.

DI continued to collaborate and reach out to all supporters and businesses throughout the pandemic and remained focussed on our goal to transform the lives and provide opportunities for people with physical disabilities and/or brain injuries in Surrey, Hampshire and surrounding counties.

These have developed over 2020 and have enabled;

- DI to expand our services into the Hampshire area,
- DI to continue to offer an excellent service and support carers,
- DI to attract the best staff,
- DI to upgrade our communication and technology equipment and DI's website,
- DI to purchase and implement a comprehensive Oracle NetSuite database,
- Maintain and fulfil GDPR requirements,
- Establishment of a hybrid reactive outreach service,
- DI to attract Covid fund grants.

Our Services, Operations and the people we support

Objective: Broaden our services and activities to people living with physical disability or acquired brain injury, become part of the integrated care systems.

The integrated care system is developing partnerships with the VCSE sector that brings a fresh perspective to the public sector. This has been accelerated as a result of the pandemic. The focus is on early action, preventative services and wider social value. It also brings insights and expertise in service re: design and delivery.

Throughout 2020 DI:

- Organised support around people's needs,
- Utilise community's assets to help plan and deliver care,
- Developed professional networks across boundaries, sectors and professions,
- Empowered people to take control of their own health and care,
- Developed a post critical care rehabilitation pathway trial with Frimley NHS Foundation Trust.

Disability Initiative year ended 31 December 2020

In ordinary times, DI provides over 70 slow stream rehabilitation programs each week that are based on client need and aspirations. The overarching categories are:

- Health, Fitness and Wellbeing
- Life Skills
- Learning
- Community Utilisation
- Cognitive and communication skills

However, during this extraordinary time DI's hybrid outreach enabled our team to provide needs led services to all clients.

Although DI's regular volunteers did not attend during covid, many people gave their time and resources. We have been incredibly fortunate with the calibre and dedication of our supporters, who have all made a significant difference to the Charity and its people throughout the pandemic.

Fundraising

As a result of the pandemic, fundraising activities were either cancelled or postponed. However, we are grateful for the generosity of many companies and individuals and for being awarded grants from the Department of Digital Culture, Media and sport via The National Lottery and the Surrey Community foundation.

Public Benefit

The trustees confirm that they have complied with the requirements of section 4 of the Charities Act 2011 to have due regard to public benefit guidance published by the Charity commission of England and Wales.

Structure, governance and management

Nature of governing document

Disability Initiative (DI) is a company limited by guarantee registered in England. Its governing document is its Memorandum and Articles of Association. It is registered as a charity with the Charity Commission, and in the event of the company being wound-up, members are required to contribute an amount not exceeding £1.

The charity's articles provide for day-to-day management of the charity to be delegated to the Chief Executive and is overseen by a board of over 2 and up to 11 trustees. A trustee may be appointed by Ordinary Resolution or by a simple majority of all the trustees entitled to attend and vote at any meeting of the trustees. A trustee shall hold office until the end of the first meeting of the trustees following the third anniversary of their appointment. A trustee shall be permitted to stand for re-election for a further three-year term and if re-elected shall serve until the end of the first meeting of the trustees following the sixth anniversary of their appointment.

If a trustee has a special skill or experience, they may be invited by the other trustees to stand for re-election for a further term of between one and three years as specified by the trustees. In this case they shall serve until the end of the first meeting of the trustees following either the first, second or third anniversary of their re-election. No one person may serve as a trustee of the charity for more than nine years without a break of at least three calendar years.

Recruitment and appointment of trustees

The board seeks to recruit trustees who have experience in the areas of disability or who bring needed professional skills in the broader areas of health, care, education or administration. The existing trustees then vote and elect the trustee in waiting to the board. Subsequently an induction programme is implemented. This will include time at the Resource Centre with members and staff, governance responsibility and general familiarity with the organisation and its operations. All trustees are DBS and reference checked.

Induction and training of trustees

Disability Initiative year ended 31 December 2020

The trustees are conscious of the need to maintain an appropriate balance in complementary skills that they offer in their work with the charity. Therefore, whenever a vacancy arises, substantial consideration is given to the knowledge, skills and experience that might be required in any new trustee when drawing up a new trustee profile. This also requires a regular review of the skills of the board.

Disability Initiative

year ended 31 December 2020

Statement of Trustee's Responsibilities

The trustees (who are also the directors of Disability Initiative for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must only approve the financial statements when they are satisfied that they give a true and fair view of the state of affairs of the charitable company, of its incoming and application of resources, including its income and expenditure. In preparing these financial statements, the trustees are required to:

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

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and 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.

Auditor

Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

The auditor is deemed to have been appointed in accordance with section 487 of the Companies Act 2006.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the trustees of the charity on and signed on its behalf by:

.....

Mr R N Ricketts
Chairman

Disability Initiative

year ended 31 December 2020

Independent Auditor's Report to the Members of Disability Initiative

Opinion

We have audited the financial statements of Disability Initiative (the 'charitable parent company') and its subsidiaries (the 'group') for the year ended 31 December 2020, which comprise the Consolidated Statement of Financial Activities, Consolidated Balance Sheet, , Balance Sheet, Consolidated Statement of Cash Flows and Notes to the Financial Statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is United Kingdom Accounting Standards, comprising Charities SORP - FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and applicable law (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and parent charity's affairs as at 31 December 2020 and of the group's results 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 and Charities Act 2011

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 group 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

We have nothing to report in respect of the following matters in relation to which the JSAs (UK) require us to report to you where:

- the trustees use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the group's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

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 auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

Disability Initiative

year ended 31 December 2020

Independent Auditor's Report to the Members of Disability Initiative

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 Strategic Report and Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Strategic Report and 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 group and the parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Strategic Report and the Trustees' Report.

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

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

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities [set out on page 11], the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group's and the parent 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 group or the parent 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 JSAs (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.

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

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may

Disability Initiative

year ended 31 December 2020

Independent Auditor's Report to the Members of Disability Initiative

involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the group's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the group's or the parent charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the group or the parent charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion.

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

Use of our report

This report is made solely to the charitable parent company's trustees, 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 group's trustees 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 parent company and its trustees as a body, for our audit work, for this report, or for the opinions we have formed.

.....
Mr Paul Adams
Statutory Auditor

.....
Date

For and on behalf of Branston Adams,
Suite 2
Victoria House
South Street
Farnham
Surrey
GU9 7QU

Disability Initiative
year ended 31 December 2020
Consolidated Statement of Financial Activities

Year ended 31 December 2020	Note	Unrestricted Funds	Restricted Funds	Total
Income and Endowments from:				
Donations and legacies	3	15,847	106,944	122,791
Charitable activities	4	546,588	2,450	549,038
Other income	5	51,896	0	51,896
Total income		614,331	109,394	723,725
Expenditure on:				
Raising funds	6	(13,752)	0	(13,752)
Charitable activities	7	(613,504)	(11,073)	(624,577)
Total expenditure		(627,256)	(11,073)	(638,329)
Net expenditure		(12,925)	98,321	85,396
Net movement in funds		(12,925)	98,321	85,396
Reconciliation of funds:				
Total funds brought forward		831,855	104,485	936,340
Total funds carried forward	25	818,930	202,806	1,021,736

Year ended 31 December 2019	Note	Unrestricted Funds	Restricted Funds	Total
Income and Endowments from:				
Donations and legacies	3	24,413	7,100	31,513
Charitable activities	4	557,627	0	557,627
Other income	5	1,836	0	1,836
Total income		583,876	7,100	590,976
Expenditure on:				
Raising funds	6	(35,200)	(635)	(35,835)
Charitable activities	7	(551,466)	(9,944)	(561,410)
Total expenditure		(586,666)	(10,579)	(597,245)
Net expenditure		(2,790)	(3,479)	(6,269)
Net movement in funds		(2,790)	(3,479)	(6,269)
Reconciliation of funds:				
Total funds brought forward		834,645	107,964	942,609
Total funds carried forward	25	831,855	104,485	936,340

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

The funds breakdown is shown in note 24.

Disability Initiative year ended 31 December 2020

Consolidated Balance Sheet

	Note	2020 £	2019 £
Fixed Assets			
Intangible assets	14	12,582	0
Tangible assets	15	607,294	602,195
Heritage assets	16	4,600	4,600
		<u>624,476</u>	<u>606,795</u>
Current Assets			
Stocks	19	100	100
Debtors	20	125,164	132,835
Cash at bank and in hand	21	403,222	254,850
		<u>528,486</u>	<u>387,785</u>
Creditors: Amounts falling due within one year	22	(131,225)	(58,240)
Net Current Assets		<u>397,261</u>	<u>329,545</u>
Net Assets		<u>1,021,736</u>	<u>936,340</u>
Funds of the Group			
Restricted funds		202,806	104,485
Unrestricted funds		818,930	831,855
Total Funds	25	<u>1,021,736</u>	<u>936,340</u>

The financial statements on pages 15 to 34 were approved by the trustees and authorised for issue on

..... and signed on their behalf by:

.....

Mr R N Ricketts
Chairman

Disability Initiative
year ended 31 December 2020
Charity Balance Sheet – Registration number 03029077

	Note	2020 £	2019 £
Fixed Assets			
Tangible assets	15	587,064	598,330
Heritage assets	16	4,600	4,600
Investments		100	100
		<u>591,764</u>	<u>603,030</u>
Current Assets			
Debtors	20	208,578	129,622
Cash at bank and in hand	21	276,014	204,526
		<u>484,592</u>	<u>334,148</u>
Creditors: Amounts falling due within one year	22	(29,909)	(4,045)
Net Current Assets		<u>454,683</u>	<u>330,103</u>
Net Assets		<u>1,046,447</u>	<u>933,133</u>
Funds of the Group			
Restricted funds		202,806	104,485
Unrestricted funds		843,641	828,648
Total Funds	25	<u>1,046,447</u>	<u>933,133</u>

The Charity made a surplus for the financial year of £113,314 (2019: £7,931).

The financial statements on pages 15 to 34 were approved by the trustees, and authorised for issue on

..... and signed on their behalf by:

.....

Mr R N Ricketts
Chairman

Disability Initiative

year ended 31 December 2020

Consolidated Statement of Cashflows

	Note	2020 £	2019 £
Cashflows from operating activities			
Net (expenditure) / income		85,396	(6,269)
Adjustments to cashflows from non-cash items			
Amortisation	14	4,194	0
Depreciation	15	38,442	32,086
		<u>128,032</u>	<u>25,817</u>
Working capital adjustments			
Decrease in debtors	20	7,671	(15,945)
Increase in creditors	22	72,985	1,632
Net Cashflows from operating activities		<u>80,656</u>	<u>(14,313)</u>
Cashflows from investing activities			
Purchase of intangible fixed assets	14	16,776	0
Purchase of tangible fixed assets	15	43,541	(5,707)
		<u>60,317</u>	<u>(5,707)</u>
Net decrease in cash and cash equivalents		<u>269,005</u>	<u>5,797</u>
Cash and cash equivalents at 1 January 2020		254,850	249,053
Cash and cash equivalents at 31 December 2020		<u>523,855</u>	<u>254,850</u>

All of the cashflows are derived from continuing operations during the above two periods.

Disability Initiative

year ended 31 December 2020

Notes to the Financial Statements

1. **General Information**

The charity is a private company limited by guarantee without share capital, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is The Resource Centre, Knoll Road, Camberley, Surrey, GU15 3SY.

The charity is a company limited by guarantee and has no share capital. In the event of the company being wound up, every member at that date and any member who has ceased to be a member in the previous twelve months will be liable to meet the net debts and liabilities (contracted before he or she ceases to be a member) up to a maximum contribution of £1.

2. **Accounting Policies**

Summary of significant account policies and key accounting estimates

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

Statement of compliance

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 (FRS 102 effective 1 January 2015 – Charities SORP), the Companies Act 2006 and the Charities Act 2011.

The charity constitutes a public benefit entity as defined by FRS102.

Basis of preparation

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Basis of consolidation

The financial statements consolidate the results and position of the subsidiary undertaking on a line by line basis in both the Statement of Financial Activities (including income and expenditure account) and the Balance Sheet. A separate Statement of Financial Activities and Statement of Cash Flows for the charity has not been presented because the group has taken advantage of the exemption afforded by section 408 of the Companies Act 2006.

Going Concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Income and endowments

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

Income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.

Legacy income is recognised when receipt is probable and entitlement is established.

Disability Initiative

year ended 31 December 2020

Notes to the Financial Statements

Income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.

Income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted. The amounts shown in the accounts are net of VAT.

Interest income is recognised on a receivable basis.

Expenditure

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

Expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods. They do not include the costs of disseminating publicity and information about the charity's day-to-day disability services. These fundraising costs are:

- (i) always charged to Resources Expended as incurred even if some costs are attributable to projects for which grants or donations are promised in future accounting periods.
- (ii) allocated against funds received based on estimates of the time or resources spent on each fundraising project. Unattributable costs and general costs are charged to unrestricted funds.

Expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.

Other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

Most expenditure for the Group relates to charitable activities and consists of direct and indirect expenses of running services for the disabled clients at the Resource Centre in Surrey.

Support costs

Certain expenditure is directly attributable to specific activities and has been reported in those expenditure categories. Other support costs which are not attributable to any one activity are apportioned across expenditure categories on an appropriate basis. Staff costs are allocated on the basis of time estimates, property costs are allocated on the floor area utilised and other costs are allocated on estimates of usage.

Governance costs

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

Tangible fixed assets

All assets costing over £250 are considered for capitalisation subject to considerations as to the likely useful life of each item.

Disability Initiative

year ended 31 December 2020

Notes to the Financial Statements

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses.

Heritage assets

Heritage assets are measured under the revaluation model and are revalued at each reporting date.

The very long expected lives of heritage assets, due to their natures, value and need to be protected and preserved means that depreciation is not material and is, therefore, not provided.

Depreciation and amortisation

Depreciation and amortisation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Software	25% reducing balance
Therapy, office and IT equipment	25% reducing balance
Building fixtures and equipment	Between 4% and 10% reducing balance
Leasehold building	Straight line over the period of the lease

Trade creditors

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

Fund Structure

Unrestricted funded are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds set aside by the trustees for a particular purpose. The aims and uses of each designated fund are set out in the detailed notes to these 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 a particular purpose. Expenditure that meets these criteria is charged to each fund, together with the direct costs of raising such funds, as explained in the resources expended policy. The aims and uses of each significant restricted fund are set out in the detailed notes to these financial statements.

Pensions and other post retirement obligations

A defined contribution plan is a pension plan under which fixed contributions are paid into a pension fund and the company has no legal or construction obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised as employee benefit expense when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

Financial instruments

Recognition and measurement

A financial asset of financial liability is recognised only when the charity becomes a party to the contractual provision of the instrument.

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year ended 31 December 2020

Notes to the Financial Statements

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Debt instruments are subsequently measured at amortised cost.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

Impairment

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

3. Income from donations and legacies

	Unrestricted General £	Restricted Funds £	Total 2020 £	Total 2019 £
Donations and legacies				
Donations from companies, trusts and similar proceeds		106,944	106,944	7,100
External donations	15,814		15,814	24,413
	<u>15,814</u>	<u>106,944</u>	<u>122,758</u>	<u>31,513</u>

During the year ended 31 December 2021 the charity received grants of £99,420 in respect of Covid-19 pandemic.

4. Income from charitable activities

	Unrestricted Funds £	Total 2020 £	Total 2019 £
Provision of disability services	536,588	536,588	557,627

5. Other Income

	Unrestricted Funds £	Total 2020 £	Total 2019 £
<u>Investment Income</u>			
Interest receivable and similar income	2,993	2,993	1,836
<u>Other Income</u>			
Government grants	48,903	48,903	0
	<u>51,896</u>	<u>51,896</u>	<u>1,836</u>

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Notes to the Financial Statements

6. Expenditure on raising funds

Costs of generating donations and legacies

	Note	Unrestricted Funds £	Restricted Funds £	Total 2020 £	Total 2019 £
Other direct costs of generating voluntary income		408		408	19,236
Allocated support costs	8	13,344		13,344	16,599
		<u>13,752</u>		<u>13,752</u>	<u>35,835</u>

7. Expenditure on charitable activities

	Note	Unrestricted Funds £	Restricted Funds £	Total 2020 £	Total 2019 £
Provision of disability services		294,772		294,772	313,326
Allocated support costs	8	326,984	11,073	338,057	276,669
Governance costs	8	5,500		5,500	7,250
		<u>627,256</u>	<u>11,073</u>	<u>638,329</u>	<u>597,245</u>
Raising Funds		13,752		13,752	35,835
Services to Clients		613,504	11,073	624,577	561,410
		<u>627,256</u>	<u>11,073</u>	<u>638,329</u>	<u>597,245</u>

£627,256 (2019: £586,666) of the above expenditure was attributable to unrestricted funds and £11,073 (2019: £10,112) to restricted funds.

8. Analysis of governance and support costs

Support costs allocation

	Raising Funds £	Services to Clients £	Total 2020 £	Total 2019 £
Staff costs	6,139	168,268	174,407	144,875
Legal and professional		4,388	4,388	8,775
Premises and equipment maintenance	4,652	54,365	59,017	47,588
Other	2,553	46,987	49,540	41,683
Amortisation, Depreciation and disposals		42,634	42,634	32,086
Outings and catering		196	196	1,662
Bad debt provision		7,875	7,875	-
	<u>13,344</u>	<u>324,713</u>	<u>338,057</u>	<u>276,669</u>
Governance costs		5,500	5,500	7,250

Disability Initiative year ended 31 December 2020

Notes to the Financial Statements

Governance costs

	Unrestricted Funds £	Total 2020 £	Total 2019 £
Audit of the financial statements	5,500	5,500	7,250

Trustees expenses consists of £NIL (2019: £376) for trustees' meeting expenses and £NIL (2019: £NIL) for trustees' training costs.

9. Net incoming / outgoing resources

Net outgoing resources for the year include:

	2020 £	2019 £
Amortisation of fixed assets	4,194	0
Depreciation of fixed assets	34,246	32,086

10. Trustees remuneration and expenses

No remuneration was paid to the trustees in either year and nor were any travel expenses reimbursed to any trustees. Expenses relating to trustee's meetings and trustee training costs are shown under governance costs. See note 8.

11. Staff Costs

The aggregate payroll costs were as follows:

	2020 £	2019 £
Wages and salaries	387,405	354,622
Social security costs	31,678	26,640
Pension costs	18,371	20,082
Staff training and recruitment	5,729	8,449
	443,183	409,793

Employee costs, including pension costs, are split between activities based on the number of sessions provided to clients.

The monthly average number of persons (including senior management team) employed by the group during the year expressed as full-time equivalents were as follows:

	2020	2019
Disability services	15	15
Management and administration	4	4
	19	19

The total employee benefits of the key management personnel of the group were £121,623 (2019: £133,926).

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Notes to the Financial Statements

12. Auditor's remuneration

	2020 £	2019 £
Audit of the financial statements	4,500	7,250

13. Taxation

The group is a registered charity and is therefore exempt from taxation.

14. Intangible fixed assets

Group	Software £	Total £
Cost		
At 1 January 2020	0	0
Additions	16,776	16,776
Transfers		
At 31 December 2020	16,776	16,776
Depreciation		
At 1 January 2020	0	0
Charge for the year	4,194	4,194
At 31 December 2020	4,194	4,194
Net book value at 31 December 2020	12,582	12,582
Net book value at 31 December 2019	0	0

Charity	Software £	Total £
Cost		
At 1 January 2020	0	0
Additions	0	0
Transfers	0	0
At 31 December 2020	0	0
Depreciation		
At 1 January 2020	0	0
Charge for the year	0	0
At 31 December 2020	0	0
Net book value at 31 December 2020	0	0
Net book value at 31 December 2019	0	0

Disability Initiative

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Notes to the Financial Statements

15. Tangible fixed assets

Group	Land and Buildings	Furniture and Equipment	Equipment	Total
	£	£	£	£
Cost				
At 1 January 2020	526,729	475,410	179,521	1,181,660
Additions			43,541	43,541
Transfers				
At 31 December 2020	526,729	475,410	223,062	1,225,201
Depreciation				
At 1 January 2020	92,130	344,674	142,661	579,465
Charge for the year	5,267	13,072	20,103	38,442
At 31 December 2020	97,397	357,746	162,764	617,907
Net book value at 31 December 2020	429,332	117,664	60,298	607,294
Net book value at 31 December 2019	434,599	130,736	36,862	602,195
Charity	Land and Buildings	Furniture and Equipment	Equipment	Total
	£	£	£	£
Cost				
At 1 January 2020	526,729	475,410	140,608	1,142,747
Additions			20,430	20,430
Transfers				
At 31 December 2020	526,729	475,410	161,038	1,163,177
Depreciation				
At 1 January 2020	92,130	344,674	107,613	544,417
Charge for the year	5,267	13,074	13,356	31,697
At 31 December 2020	97,397	357,748	120,969	576,114
Net book value at 31 December 2020	429,332	117,662	40,069	587,063
Net book value at 31 December 2019	434,599	130,736	36,860	598,330

Included within the net book value of land and buildings above is £429,332 (2019: £434,599) in respect of leaseholds.

The leasehold building is the Resource Centre in Camberley, which is stated at historical costs less depreciation. The lease of the land for the Centre is for a period of 99 years, expiring on 26 January 2099. The annual ground rent amounts to £3,500.

16. Heritage assets

Group and Charity	Jewellery	Total
Valuation		
At 1 January 2020	4,600	4,600
At 31 December 2020	4,600	4,600
Depreciation	-	-
Net book value	4,600	4,600
At 31 December 2020	4,600	4,600

Disability Initiative year ended 31 December 2020

Notes to the Financial Statements

The asset was professionally valued on donation and the trustees review this at each year end. There have been no additions or disposals of heritage assets in the last 5 years.

17. Subsidiary undertaking – Disability Initiative Services Ltd

The charity's wholly owned trading subsidiary, Disability Initiative Services Ltd (DIS), is a company incorporated in England with the company number 02915444. The registered office is Resource Centre, Knoll Road, Camberley, Surrey, GU15 3SY. The share capital, comprising of 100 Ordinary £1 shares was purchased at a cost of £100 and was held by the charity throughout the year. The shares are shown at cost value in the accounts.

DIS provides services to disabled people in the Resource Centre in Camberley, Surrey. It funds its activities by selling sessions to social services, health organisations and private individuals. When DIS earns any profit above a basic minimum threshold required for the continued maintenance of its working capital and operations, it pays the profit to the charity by gift aid. DIS also operates some services including payroll on behalf of DI and these are recharged to DI by DIS.

DIS has been included on the consolidated accounts and a summary of its individual trading results is shown below:

	2020	2019
	£	£
Turnover from provision of Disability Services	524,417	543,019
Other income	48,935	0
Operational and administrative expenses	(601,352)	(557,511)
Operating profit / (loss)	(27,999)	(14,492)
Other interest receivable and similar income	79	293
Retained in the subsidiary	(27,920)	(14,199)
Fixed assets	32,812	3,867
Current assets	229,612	162,415
Current liabilities	(287,035)	(162,973)
Net assets	(24,611)	3,309
Aggregate share capital and reserves	(24,611)	3,309

18. Results of the parent undertaking

The gross income and result of the parent charity excluding those of its subsidiary were as follows:

	2020	2019
	£	£
Total income	305,138	231,851
Net movement in funds	113,314	7,931

19. Stock

	Group		Charity	
	2020	2019	2020	2019
	£	£	£	£
Stock	100	100	-	-

Disability Initiative year ended 31 December 2020

Notes to the Financial Statements

20. Debtors

	Group		Charity	
	2020	2019	2020	2019
	£	£	£	£
Trade debtors	117,212	122,277	21,334	20,665
Due from group undertakings		-	185,720	108,595
Prepayments	7,952	10,558	1,524	178
Other debtors		-	-	184
	125,164	132,835	208,578	129,622

21. Cash and cash equivalents

	Group		Charity	
	2020	2019	2020	2019
	£	£	£	£
Cash in hand	1,628	774	912	286
Cash at bank	402,310	254,076	275,102	204,240
	403,222	254,850	276,014	204,526

22. Creditors: amount falling due within one year

	Group		Charity	
	2020	2019	2020	2019
	£	£	£	£
Trade creditors	14,364	11,507	3,300	(54)
Other taxation and social security	60,699	32,355		
Other creditors	2,511	4,830	133	99
Accruals & deferred income	53,651	9,548	26,476	4000
	131,225	58,240	29,909	4,045

23. Pension and other schemes

The group operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the group to the scheme and amounted to £18,371 (2019: £20,082).

24. Commitments

Charity

The charity had total commitments under non-cancellable operating leases for the Resource Centre as set out below:

	2020	2019
	£	£
No later than one year	3,500	3,500
Later than one year and no later than five years	14,000	14,000
Later than five years	259,000	266,000

The ground rent is currently funded by an annual grant for the same amount from the landlord, Surrey Heath Borough Council.

Disability Initiative

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Notes to the Financial Statements

25. Funds

Group	Balance at 1 January 2020	Incoming Resources	Resources Expended	Balance at 31 December 2020
	£	£	£	£
<u>Unrestricted Funds</u>				
General	691,855	583,777	(596,702)	678,930
Designated	140,000			140,000
Total unrestricted funds	831,855	583,777	(596,702)	818,930
<u>Restricted Funds</u>				
Buildings	85,779		(3,276)	82,503
Rehabilitation project – community fund	1,958	7524	(184)	9,298
Motomeds	3,624		(953)	2,671
COVID 19 Response project		99,420		99,420
Other projects and equipment	13,124	2,450	(6,660)	8,914
Total restricted funds	104,485	109,394	(11,073)	202,806
Total funds	936,340	693,171	-607,775	1,021,736

Group	Balance at 1 January 2019	Incoming Resources	Resources Expended	Balance at 31 December 2019
	£	£	£	£
<u>Unrestricted Funds</u>				
General	694,645	583,876	(586,666)	691,855
Designated	140,000			140,000
Total unrestricted funds	834,645	583,876	(586,666)	831,855
<u>Restricted Funds</u>				
Buildings	89,313		(3,534)	85,779
Rehabilitation project – community fund	2,163		(205)	1,958
Motomeds	4,895		(1,271)	3,624
COVID 19 Response project				
Other projects and equipment	11,593	7,100	(5,569)	13,124
Total restricted funds	107,964	7,100	(10,579)	104,485
Total funds	942,609	590,976	(579,245)	936,340

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Charity	Balance at 1 January 2020	Incoming Resources	Resources Expended	Balance at 31 December 2020
	£	£	£	£
<u>Unrestricted Funds</u>				
General	688,648	198,657	-183,664	703,641
Designated	140,000			140,000
Total unrestricted funds	828,648	198,657	-183,664	843,641
<u>Restricted Funds</u>				
Buildings	85,779		-3,276	82,503
Rehabilitation project – community fund	1,958	7524	-184	9,298
Motomeds	3,624		-953	2,671
COVID 19 Response project		99420		99,420
Other projects and equipment	13,124	2,450	-6,660	8,914
Total restricted funds	104,485	109,394	-11,073	202,806
Total funds	933,133	308,051	-194,737	1,046,447

Charity	Balance at 1 January 2019	Incoming Resources	Resources Expended	Balance at 31 December 2019
	£	£	£	£
<u>Unrestricted Funds</u>				
General	677,238	226,295	(214,885)	688,648
Designated	140,000	-	-	140,000
Total unrestricted funds	817,238	226,295	(214,885)	828,648
<u>Restricted Funds</u>				
Buildings	89,313		(3,534)	85,779
Rehabilitation project – community fund	2,163		(205)	1,958
Motomeds	4,895		(1,271)	3,624
Other projects and equipment	11,593	7,100	(5,569)	13,124
Total restricted funds	107,964	7,100	(10,579)	104,485
Total funds	925,202	233,395	(225,464)	933,133

The specific purposes for which the funds are to be applied are as follows:

Restricted Funds

- a) Buildings:
All other restricted grants and donations relating to the original constructions cost of the Resource Centre are held within this fund. These appeals are now closed. All outgoings relate entirely to depreciation.
- b) Rehabilitation Project – Community Fund:

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In 2001, the Charity embarked upon a project for the establishment of a Specialist Rehabilitation service, which received start-up funding from the Big Lottery Fund. Project funding came to an end in February 2004. Since, some of the funding was spent on capital equipment, depreciation charges will continue to be made against the fund for a few more years, until the fund is fully utilised.

c) **Motomedes:**

During 2015 the Charity received fund for the purchase of 3 Motomed devices and related accessories. These funds are to be held in a separate restricted fund until the equipment has been fully depreciated or disposed of.

d) **COVID 19 Response Project:**

This year the charity received a grant from the National Lottery Community Fund in order to implement a slow stream rehab project on discharge from hospital as a result of the COVID19 pandemic and the impact it has had on physically disabled people and their families. Funds have been used during the year to introduce this project and pay related costs of equipment and staff.

e) **Other projects and equipment:**

As part of its continuing work, the charity seeks support from both the general public and other donors in the financing of its activities and its specialist equipment. When funds are received in response to specific requests, they are held in separate restricted funds until they have been spent or, if a fixed asset is purchased, until that asset has been fully depreciated.

Unrestricted Funds

Within the unrestricted funds, in view of the expected maintenance needs of the Resource Centre over the short to medium term, the trustees have elected to maintain a designated fund to represent the cash set aside to meet these future costs as they arise.

26. Analysis of net assets between funds

Group	Unrestricted funds £	Restricted funds £	Total funds £
Tangible fixed assets	498,448	121,428	619,876
Heritage assets	4,600		4,600
Current assets	528,485		528,485
Current liabilities	(131,225)		(131,225)
Total net assets	900,308	121,428	1,021,736

Charity	Unrestricted funds £	Restricted funds £	Total funds £
Tangible fixed assets	465,636	121,428	587,064
Heritage assets	4,600	-	4,600
Investments	100	-	100
Current assets	448,605	-	448,605
Current liabilities	(29,909)	-	(29,909)
Total net assets	889,032	121,428	1,010,460

Disability Initiative

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Notes to the Financial Statements

27. Detailed Profit and Loss – Charity only

	2020		2019	
	£	£	£	£
Donations and Grants	122,758		31,513	
Provision of Disability Services	146,392		164,351	
Rental Income	35,988		35,987	
		305,138		231,851
Direct Salaries	42,378		90,530	
Activity and Buddy Scheme Expenses	13,864		32,147	
Event Costs	0		3,754	
Other Fundraising and Publicity Costs	196		1,197	
		56,438		127,628
Gross Profit		248,700		104,223
Rent	0		3,500	
Rates and Water	335		753	
Light and Heat	2,978		2,793	
Insurance	1116		1,113	
Other Office Costs	212		7,600	
Intercompany Recharges	2,777		2,405	
Wages	92,061		40,585	
Bank Fees	419		444	
Depreciation	31,696		30,792	
Accountancy Fees	500		0	
Audit Fees	4,500		7,850	
Bad Debts	1,705		0	
		138,299		97,835
Operating Profit		110,401		6,388
Bank Interest Received		2,913		1,543
Net Profit		113,314		7,931