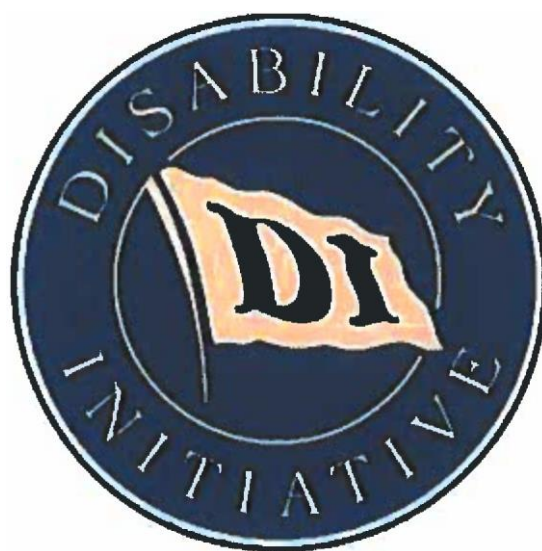


Company Registration Number: 03029077
Charity Registration Number: 1049002

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

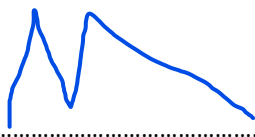
Each of the persons who is a trustee at the date of approval of this report confirms that:

- 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 onand 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

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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

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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>