

**COMPANY REGISTRATION NUMBER: 03030167**  
**CHARITY REGISTRATION NUMBER: 1053515**

**WECIL Limited (West of England Centre for Inclusive Living)**

**Company Limited by Guarantee**

**Financial Statements**

**31 March 2022**

**WECIL LIMITED (WEST OF ENGLAND CENTRE FOR  
INCLUSIVE LIVING)  
COMPANY LIMITED BY GUARANTEE  
ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2022**

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COMPANY LIMITED BY GUARANTEE  
MEMBERS OF THE BOARD AND PROFESSIONAL ADVISERS**

**Registered charity name**      WECIL Limited (West of England Centre for Inclusive Living)

**Charity number**                      1053515

**Company registration number**      03030167

**Principal office**                      The Vassall Centre  
Gill Avenue  
Bristol  
BS16 2QQ

**The Trustees**

The Trustees who served the charity during the period were as follows:

Ruth Pickersgill	Chair of Trustees
Jayne Carr	Vice-Chair of Trustees
Vicki Kaye	Vice-Chair of Trustees
Steve Strong	Treasurer
Kelvin Blake	Trustee
Marie Mighty	Trustee
Ceri Love	Trustee
Fiona Spence	Trustee
Laura Martin	Trustee
Karen Amegashitsi	Trustee
Lindi Doy	Co-opted Trustee    (November 2021)
Elise Hurcombe	Co-opted Trustee    (May 2022)
John Dolton	Advisor to HR Sub-Committee

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<b>Auditor</b>	Bishop Fleming LLP Chartered Accountants & Statutory Auditor 10 Temple Back Bristol BS1 6FL
<b>Accountant</b>	Sue Carter FCA DChA Make Your Figures Count Limited 17 Clan House Sydney Road Bath BA2 6NS
<b>HR Consultants</b>	Citrus HR Consultancy 19c-21c Charles Street Bath BA1 1HX
<b>Bankers</b>	National Westminster Bank plc 290 Wells Road Knowle Bristol BS4 2QA

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**Bankers**

Caple Banks  
10 South Road  
Portishead  
Bristol  
BS20 7DW

**Solicitors**

TLT Solicitors  
1 Redcliff Street  
Bristol  
BS99 7JZ

Veale Wasbrough Vizards  
Narrow Quay House  
Narrow Quay  
Bristol  
BS1 4QA

**Health & Safety  
Consultants**

Acorn Health and Safety Ltd  
Tower Lane Business Park,  
Tower Lane,  
Warmley,  
Bristol  
BS30 8XT

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CHAIR'S STATEMENT  
YEAR ENDED 31 MARCH 2022**

The last few years have been incredibly difficult for WECIL, and more importantly for all Disabled people. We have seen people who use our services continue to struggle with COVID-19 restrictions, often feeling anxious about impact, and experiencing the effects of the enforced isolation they found themselves in. The Government's lack of planning for Disabled people's particular needs during the pandemic and since, has been shocking. It felt as though we were labelled 'vulnerable' and considered dispensable.

Added to this, the current cost of living crisis will devastate many Disabled people's lives. We know how the additional costs of our heating, charging equipment, reliance on cars due to inaccessible transport etc. are never considered by policy makers, and these will now be exacerbated by spiralling energy bills. The other major issue has been the lack of applicants for Personal Assistant roles, due to various Government policies like Brexit restricting the available workforce, the continued underfunding of 'care packages', and undervaluing the people who work in the sector. It is really positive that WECIL is now represented at a number of national networks challenging the Government and legislative changes, making disability equality more of a reality.

I would like to thank all the staff at WECIL who have worked so hard in such difficult circumstances, and have been so committed to keeping services going, adapting and changing them as necessary, as different restrictions were imposed.

Through these national challenges, WECIL has steered a steady course under the leadership of the Chief Executive Officer, Dominic Ellison and Heads of Services; Alex Johnson, Lucie Martin-Jones and Matt Peall. Our services have evolved to ensure we meet changing needs, and as the demand for advice has grown, we are really pleased to have gained secure funding for the Navigator Service which enables Disabled people to get an efficient holistic response to the barriers they face. It is also really positive that our Know Your Rights Project for people with learning difficulties and our Listening Partnership of young Disabled people go from strength to strength, as part of our commitment to community development and amplifying the voices of Disabled people.

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I am particularly pleased that we have strengthened our governance this year, recruiting several new trustees with extensive experience and skills to our Board, who can now take an active role in developing our new five- year strategy. Having at least 75% of our Board as Disabled people ensures that lived experience informs our work. We also set up a Quality Committee which looked in-depth at how individual services were impacting on Disabled people and met the principles of the social model, particularly by listening to the Disabled people who used our services. As a result, trustees are more informed about operational issues, and better placed to make strategic decisions. This has also enabled us to agree cross-organisation objectives including diversifying and supporting the workforce, improving our partnerships with other equality groups and increasing our profile, and most importantly ensuring our services are equally available to, and used by, Disabled people with all impairments. I would like to thank our new and longer-serving trustees for their commitment to the organisation, and to Kath Tobin for her patience in providing the support we need to be effective.

One of our other strategic objectives is to be financially stable, and we are in a strong position at the moment, with a clear Reserves Policy. We are very grateful to the Finance Team for their robust money management, to the managers for their strategic oversight, and also to Cheri Wilkins, our External Fundraiser, for continuing to support our funding bids. This is particularly important as we face the uncertainty of the future of our office premises, as well as the rapid expansion of Children and Young People's Services with a need for specialist accessible facilities. Over the next year we need to agree where we will relocate, and how we can be a more public facing accessible organisation.

I feel very positive about the future. It is heartening that Disabled People's Organisations (DPOs) in the City have started to work together to make change, and we have the Bristol Disability Equality Commission working across sectors to promote disability equality. In WECIL, we have a strong staff team and sound governance, and once we launch our new strategy, we can develop further to become a respected regional focus providing direct services and support to Disabled people, as well as influencing the systemic discrimination and marginalisation of Disabled people's issues by statutory services.

Ruth Pickersgill

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**THE TRUSTEES**

The Trustees, who are also Directors for the purposes of company law, present their report and the financial statements of the company for the year ended 31 March 2022. The Trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity. The Annual Report includes the Directors' Report as required under Company Law.

**REFERENCE AND ADMINISTRATIVE DETAILS**

Reference and administrative details are shown in the schedule of members of the board and professional advisers on pages 1 to 3.

**APPOINTMENT OF TRUSTEES**

Trustees are elected at the Annual General Meeting. The Trustees may also co-opt a Trustee to either fill a vacancy or as an additional Trustee. They may remain co-opted but if they wish to become a full Trustee this appointment must be ratified at the next following Annual General Meeting.

**DELIVERING PUBLIC BENEFIT**

The Trustees have due regard to the public benefit guidance published by the Charity Commission when setting their objectives and activities for the year and aim to ensure that the activities of the organisation provide benefit to Disabled people in accordance with WECIL's stated aims and objectives.

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WECIL's aims and objectives, as stated in our Memorandum and Articles of Association, are "The support of persons, principally within the West of England, who are Disabled, by providing or encouraging the provision of services which facilitate independence in daily living activities, active participation in, and full inclusion in society."

WECIL was set up to improve the lives of Disabled people within the West of England. This is done by providing support and services to Disabled people to enable them to have choice and control over their lives. The Trustees believe that the activities of the organisation during the last twelve months have once again provided benefit to Disabled people. WECIL has delivered a range of highly regarded services, events and activities that empower Disabled people and are described in more detail in the following report.

## **STRUCTURE, GOVERNANCE AND MANAGEMENT**

### **Induction and Training of Trustees**

The Board of Trustees continues to review all aspects of Trustee recruitment, induction, training and development. Currently Trustees receive a comprehensive induction and required training on all areas of governance, as well as sessions to help develop and support individual skills and expertise. Where necessary, the Board receives advice and training from external professionals. All Trustees participate in an individual appraisal cycle and along with the Collective Board appraisal system.

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**Organisational Structure and Decision Making**

WECIL is a non-profit organisation run by and for Disabled people, based on the principles of the social model of disability and respecting lived experience. We aim to provide peer support and to enable Disabled people to live life without barriers. We deliver information, skills, support and services to give all Disabled people the same level of choice and control enjoyed by the wider community.

Since 1995 we have been working to challenge restrictions and change the possibilities for Disabled people in the South West. The majority of the Trustees are Disabled people who bring a particular disability equality perspective to the running of the charity. They have delegated the day to day running of the charity to its management team led by the Chief Executive Officer. All strategic and governance decisions are made at board level, with Sub Committees of trustees looking in more detail at HR and Financial issues.

The Trustees develop their insight and scrutiny into the services provided by WECIL via the Quality Sub-Committee, which regularly meets to review services from a disability equality perspective, and to develop co-production through gathering the views of the people who use the services.

**Related Party Relationships**

The charity has a trading subsidiary, WECIL Social Enterprise Ltd (WSEL), a company limited by guarantee. The results of the subsidiary are consolidated into these financial statements.

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**OBJECTIVES AND ACTIVITIES**

**Policies and Objectives**

The Trustees have referred to the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning future activities.

**Mission Statement**

We are an organisation of Disabled people working together to enable choice. We challenge the barriers to independent living through the delivery of high-quality support and advice.

**Aims**

- Provide a service for all Disabled people, whatever their background or needs;
- Lead in best practice for the delivery and development of services that support Independent Living;
- Deliver value for members, funders and service users by providing services that make a difference to people's lives;
- Challenge barriers to Independent Living wherever we encounter them;
- Include the views and opinions of all our service users in everything we do;
- Be seen as the first place to go by anyone looking for support for Independent Living.

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**ACHIEVEMENT AND PERFORMANCE**

**Chief Executive's Summary**

The past year has seen everyone work to come to terms with the new 'post-pandemic' reality. Attention has shifted to the 'new normal' and how we 'build back better'. The national political focus on 'leveling up' purports to direct investment towards left-behind communities so that we can restructure society to narrow the inequalities faced by so many.

Of course, inequality is not limited to the divide between affluent towns and areas of multiple deprivation. The systemic inequalities of society can only be overcome by addressing the barriers that exclude those who are referred to as 'communities of interest', or more accurately communities of circumstance, such as the barriers which prevent Disabled people's full and equal participation in communities across the country.

The cost of living crisis which has culminated from the financial impact of the pandemic, along with a haphazard Brexit and the catastrophe of war, is hitting Disabled people particularly hard, as not only were Disabled people 42% more likely to be living in poverty before the current crisis, but Disabled people also live with the Disability Premium - additional costs which before the cost of living crisis averaged over £580 per month (rising to more than £1,000 per month for over a quarter of Disabled people) specifically on meeting Disability-related living expenses. These expenses include higher than average energy use to charge vital equipment, meeting increased need to warm homes and greater reliance on car travel to get around.

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**Chief Executive's Summary *cont.***

This means that the rising energy costs that are impacting all of us, are disproportionately disadvantaging Disabled people, leading National Energy Action to forecast the number of Disabled people living in fuel poverty to more than double from their estimate of 900,000 in March 2022 to 2.1 million by the end of the year. WECIL and colleagues from other Disabled People's Organisations (DPOs) across the country are organising to prepare for a winter of crisis later this year, while locally we are working with a range of community organisations and Bristol City Council to develop a plan for Welcoming Spaces across the City, where people can go to stay warm this winter while unable to heat their own homes.

We cannot allow Disabled people to be the left-behind community as we establish new strategies across society to build back better from the pandemic or develop resilience against the growing financial crisis. To be confident that we look forward to a future that fully includes Disabled people, we need to look back and have honest discussions about how and why Disabled people were allowed to be the left-behind community throughout the pandemic. Whilst it is undeniable that pre-existing health conditions contributed to Disabled people's increased risk of poor health outcomes from COVID-19, a far greater contribution was the pre-existing inequalities which Disabled people faced – the results of which included rationing NHS treatment to Disabled people, imposing Do Not Resuscitate orders on people with learning disabilities, removing rights given to us under the Care Act and ultimately Disabled people accounting for over 60% of coronavirus deaths.

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**Chief Executive's Summary *cont.***

The inadequate preparedness to meet the needs of Disabled people throughout the pandemic must be addressed if we are to work towards our equality. As such WECIL are part of a coalition of DPOs working with Disability Rights UK to be included as a Core Participant in the official COVID-19 Inquiry to ensure that the failings to protect Disabled people are formally investigated and reported on – and that ultimately lessons are learned in order to protect Disabled people in future. The need is clear for Disabled People's Organisations to champion the specific interests of Disabled people, from the insight and understanding that can only come from a lived experience of disability, rather than trust that our rights and our needs will be included in the wider, often well meaning, but uninformed work to build back better.

This issue is pertinent too at a local and regional level as health and social care commissioning systems are being redesigned around the transformation of Clinical Commissioning Groups into *Integrated Care Systems*. This is a unique moment in time in which control of the health care systems which are so vital to many Disabled people are being devolved into localities. This means that decisions around local provision will be taken locally, providing unparalleled opportunities to design provision around local priorities and reduce waste in the system. However, this is also a moment of looming risk, as empowering localities to set priorities for their areas threatens to undermine nearly three decades of progress in working with commissioners to ensure Disabled people access their rights to exercise choice and control over the support they receive.

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**Chief Executive's Summary *cont.***

This may be through self-directed care planning and personal budgets which ensure that care packages can underpin independent living and full inclusion in society. It is vital that any new system builds upon the innovations we are delivering in Disabled people's care. This includes the Individual Service Funds pilot that WECIL is delivering in partnership with Bristol City Council which needs to be nurtured and built upon in this new organisation of local power, rather than being put at risk by a new bureaucracy at distance from those who use the services it governs. The only way to safeguard against this, is to ensure that local Disabled people and their organisations are firmly embedded within these decision-making boards and as such this is a key priority for WECIL.

Though these threats are very real, when I look back over this year, I am struck by the wealth of opportunity which we have built and by the resilience, not only of the WECIL Community but of the Disabled People's Movement in the face of such adversity.

A huge contribution to the resilience of our community has been the ability of many Disabled people to participate in society as never before, because physical and communication barriers have been systemically removed as work, education, shopping, leisure and socializing moved to online spaces. This has had a significant impact on WECIL's work, where internal drivers for digital transformation have traditionally been overridden by our community's hesitance towards services being provided online. However, the necessity to do so, as a result of lockdown and social distancing measures, exposed us all to new ways of interacting which have since been enthusiastically embraced by so many within the WECIL Community and provided the platform for a sustained wave of service innovation.

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**Chief Executive's Summary *cont.***

Much of the work that begun in this year has focused on exploring the opportunities provided by digital transformation to support greater self-direction in areas such as care planning, improve the quality of collaborative working, reduce the burden on Disabled people to tell and re-tell their life story and provide transparency to previously clunky bureaucratic systems.

Digital projects that began within this year include the modernization of our Create My Support Plan web application and development of a new platform for Disabled people to engage support workers and pool resources to maximize care outcomes within shared budget. These have laid the foundations for projects in the following year including a social action web platform and an innovative artificial intelligence application to make information around Disability issues far more accessible. This is possible thanks to investment from the National Lottery Community Fund into our Navigators team. Across all of this exciting new work we are mindful that the move to online participation has not been inclusive of all Disabled people, so our principles of digital design include that it should focus on removing the access barriers that currently exist to general online services and that all services we provide should be available to an equal quality whether accessed in person or online.

Whilst we are opening up new spaces online, the Disabled People's Movement in the West of England has been dealt a devastating blow in the loss of the Vassall Centre. Home to WECIL for over 16 years, the Vassall Centre has been a hub providing workspace to DPOs and organisations working alongside Disabled people.

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**Chief Executive's Summary *cont.***

This is also the only accessible conference venue in the region, which has ensured that Disabled people have had physical access to civic participation. This will now be tragically lost as it has been sold to Bristol Charities who will demolish the site for a dense housing-led development. WECIL now must prioritise the challenge of finding new appropriate premises for our work and, despite the huge loss to Disabled people, we are framing this as a positive opportunity to rethink how physical space can meet our business needs. This might include remote working as a new norm for the 'back office', opportunities to co-locate with excellent partner organisations across the local VCSE to bring our face-to-face delivery into the heart of the communities we serve, and the rapid growth of our children and young people's services, necessitating a dedicated space for delivery. In many ways there has never been a better time to rethink our premises strategy.

This planning goes alongside the development of our new 5-year strategy which will launch at the end of Summer 2022. We are grateful to be in such a strong position to develop this strategy – building on our assets, strong financial position, opportunities to innovate and strong partnerships to deliver. Operationally, the new strategy has a heavy emphasis on developing new opportunities for the personalisation of services by working closely with commissioners to further utilise personal budgets for Disabled people across all age groups to self-manage the services they receive. The strategy focusses on supporting all providers in the markets WECIL operate in, to be fully inclusive of Disabled people in their service provision, seeking to strengthen the local VCSE sector even where this means some specialist services we currently provide could be subsumed into mainstream provision. This is of course the full inclusion of Disabled people that we aim for above all.

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**Chief Executive's Summary *cont.***

Central to the strategy is the development of new ways of working via our Navigators team, which was established in response to unprecedented volumes and diversity of demand resulting from the pandemic. Thanks to three years of funding from National Lottery Community Fund that came at the end of 2022, this is the focus of complete reorganisation of how WECIL builds support around what matters to the individual Disabled person, as well as how WECIL will integrate with new statutory health and care structures. At an organisation-wide level, the strategy directs work to ensure that our leadership, workforce, volunteers and service users better reflect the demographics of the areas we work in, and that externally we tackle systems where the intersection of disability with other protected characteristics leads to a lack of equal access of individuals to exercise their rights to 'choice and control'.

As we look back in review of a most critical year, I am thankful that WECIL has been so successful in providing vital support to Disabled people in such challenging times. It is testament to the solid dedication of a talented and passionate workforce across all WECIL teams, and the engagement of fantastic volunteers, that we have been able to meet the rising needs of a greater number of Disabled people to such a high degree of quality. I want to express my sincere gratitude to all who have continued to work so hard for our community.

With a committed and talented staff team, opportunities to redesign the way we work thanks to investment into our Navigator's approach and new digital tools, and a larger board bringing new expertise and a greater diversity of thought and experience to our leadership, WECIL is in an extremely strong position to continue to innovate, deepen our partnerships

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**Chief Executive's Summary *cont.***

within the sector and with our commissioners and to ensure that Disabled people in the West of England have access to the quality of services they have the right to expect.

**COMMUNITY SERVICES**

**Disability Information and Advice Service (DIAS) and Disabled People's Benefits Advice (DPBA)**

We continue to support Disabled people with the application to, understanding of, and appeals of, disability benefits and decisions.

This year we also successfully renewed our Advice Quality Standard ensuring that we provide an excellent standard of advice services to the Disabled community. Over the last year we worked with 325 cases, and successfully secured over £170,000 in benefits claims.

We work closely with others in the Bristol Advice Partnership to ensure that our community is effectively served with the advice and support they require including debt and legal support. Our advice team work closely with Navigators to support Disabled people to achieve other goals they have to live a good life.

**Check in and chat- Adult Befriending**

After recognising the impact and importance of our COVID-related befriending service, we worked to secure further funding to keep this very popular support going. In July 2021 we were awarded funding for 2 years from Bristol Community Health to keep the befriending service operating.

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As the year has moved on, more and more people are requesting opportunities to connect in-person as we move away from COVID restrictions and people gradually feel more confident meeting face-to-face. We are currently planning face-to-face activities with a focus on wellbeing and based on interests identified by our community such as art, music and gardening. We have matched 38 Disabled people to a volunteer telefriender between July 2021 and April 2022.

### **Navigators**

Our Navigators' service is now recognised as a core, essential service at WECIL. Our Navigators work with Disabled people in a person-centred, holistic way to focus on what matters to them rather than delivering specific services we are funded for and then signposting elsewhere. We have worked with 332 people in this financial year. Some of the work we do is straightforward – for example helping people access existing services or navigate them. Other cases can become much more involved or complex. We have supported people to move house, access equipment such as wheelchairs and beds, access grants, change care providers, initiate the process to receive care and support, receive Blue Badges, tackle debt and finances to name just a few.

We recognised the need to continue to invest in the project and way of working to embed the navigator's approach into the organisation and have recently been successful in securing a Lottery Community Fund grant which commences in April 2022 and funds the project to evolve over the next three years.

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**Know Your Rights**

Our Know Your Rights group have continued to meet and grow despite the many challenges they have faced with getting together in person. Know Your Rights is a group of people who are neurodiverse and/or have a learning disability who work together to support each other and others to make decisions about their lives through accessing training, holding events and producing accessible materials.

The group have continued to meet on a weekly basis both online and in person and have participated in some interesting and engaging activities. The group have all been trained in Easy Read and have used these skills to feedback on and design accessible materials for other groups and organisations.

We have 8 volunteer advocates who have joined the group and continue to reach out to people with a learning disability in South Gloucestershire, Bristol, North Somerset and B&NES who would like to join the group.

The advocates hold open meetings and events, disseminate useful and accessible information to the online community and continue to upskill themselves as advocates through training and sharing sessions.

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**Connecting Through Culture as We Age**

We have been proudly working in partnership with the University of Bristol and other community partners 'to improve the quality of life for older populations, particularly those that are Disabled, or racially or socio-economically minoritised'.

*Connecting Through Culture* is a 3-year co-produced project 'putting the voices, lived experiences and expertise of older people at the heart of a design process'.

At the end of year one, our Disabled co-researchers have worked alongside co-researchers from a diverse range of communities and backgrounds to explore lived experiences of culture, connection, and digital technologies. The diverse group brought a range of lived experiences to the research phase of the project understanding their shared and unique experiences. The co-researchers have explored the importance of everyday creativity for managing wellbeing, maintaining social connections, for visibility to disrupt/re-work stereotypes and to express and explore identity.

We now enter the design phase of the project where a call for up to 25 people to be involved in the co-design of cultural digital products or digital experiences for older people is now live at <https://connectingthroughcultureasweage.info/>.

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**Disabled Women Take Action**

WECIL are working in partnership with Bristol Women's Voice on *Disabled Women Take Action*, a project which aims to build a community of committed Disabled women and women with long-term health conditions to work with others to influence practical and policy changes across Bristol. We are working with a core group of Disabled women who have identified key issues and barriers they experience and which they would like to campaign on for change. We also have a steering group of women in different leadership roles within Bristol who can help us impact and influence at a city-wide level.

**City Fellows**

In the final year of the City Fellows project, we have established a clear pathway into influencing and informing Bristol One City Health and Wellbeing Board to understand the real challenges experienced by the community and charity sector and thus the future One City priorities. We have established a consortium of key organisations who will continue to feed into the Health and Wellbeing Board. The consortium was formed through a co-production piece which saw community partners co-design the most recent funding call for Thrive Bristol based on data and feedback from those working in communities. The fund was awarded to seven agencies to provide improvements in access to services and focus on staff wellbeing. The project aimed to remove the bureaucracy and barriers which often come with funding calls.

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**CHILDREN AND YOUTH SERVICES**

Throughout this year we have focus on COVID-19 recovery and developing all our services back to a high-quality face to face provision. We have taken a lot of learning from our experience during the pandemic around how we deliver sessions both face-to-face and online in the most accessible and inclusive ways possible.

The Children and Youth Services team have worked hard on developing new partnerships, both interdepartmentally at WECIL, and with external organisations to ensure that we are able to provide the most effective service possible for all Disabled children, young people, and their families.

We continue to provide a wide range of services across the Bristol and B&NES local authority areas:

- Out and About
- Children in Need-funded Inclusion sessions
- Listening Partnership
- Bristol Befriending
- B&NES Befriending
- B&NES Groups
- Bristol Play
- Action Speak (Drama)
- Bristol Family Activities
- Duke of Edinburgh Award
- Holiday Short Breaks
- WECIL Advisory Board

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In total, WECIL's Children and Youth Services have delivered 644 sessions to Disabled children and young people this year across the Bristol and B&NES areas. We have also provided one-to-one volunteer support to 62 families.

Within the Children and Youth Services, we recognise that we are not the experts in all areas of support and delivery for our community. We sub-contract specialist parts of our delivery to organisations with those areas of expertise.

Across all the Children and Young Peoples services (including those ran by our sub-contractors) we have supported 603 different Disabled children and young people. Through a total of 1,020 sessions and 62 one-to-one volunteer links.

Through the development of new services as well as the priority to restore face-to-face services we have successfully increased the number of children and young people we support with high quality services by a staggering 131% from the previous year's figures.

### **Out and About**

Funded by Bristol City Council, we are the lead partner of a consortium, including National Autistic Society, Khaas and SENSE providing Short Breaks for Disabled children and young people across the city. The Out and About contract funds a variety of our different services:

- Bristol Befriending (one-to-one volunteering support for Disabled children and young people)
- Bristol Play (sessions for Disabled children aged 5-12)
- Bristol Family Activities (sessions for families with a Disabled child)
- Bristol Youth (sessions for Disabled young people aged 13-19)

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**Holiday Short Breaks**

Funded by Bristol City Council, we deliver a variety of School Holiday sessions for Disabled children and young people aged 5-18, particularly those children and young people who display 'complex needs' or 'challenging behavior'.

New to WECIL, we have created services within our Holiday Short Breaks that enable families to use a Direct Payment to purchase sessions for their Disabled child or young person attend – increasing choice and control for families and widening our reach.

**Children in Need Inclusion**

Funded by BBC Children in Need, we offer evening and weekend sessions for both Disabled and Non-Disabled young people aged 13-19 from three locations across Bristol: Knowle, Southmead, Hillfields.

**Action Speak**

Working in partnership with Travelling Light Theatre Company, we continue to deliver weekly drama sessions (term-time only) that builds towards the young people, devising, composing, choreographing and creating their own performance around their own thoughts and feelings.

**B&NES Befriending**

Funded by Bath and North East Somerset Council, we provide befriending opportunities to Disabled children and young people from 5-21. We work with our volunteers to offer safe and engaging activities that they can do with their linked child/young person on a one-to-one basis.

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**B&NES Groups**

Funded by Bath and North East Somerset Council, we work in partnership with Bath Rugby Foundation, National Autistic Society, and the lead provider Bath Area Play Project. We deliver sessions for Disabled children and young people from 8-13 and 13-21 within the B&NES local authority area.

**Listening Partnership**

Funded by Bristol City Council, the Listening Partnership is a consultative group dedicated to developing the voices of Disabled young people and those with so called 'Special Educational Needs'. The group continues to consult with a range of organisations and services giving a valuable voice to young Disabled people in Bristol.

**Duke of Edinburgh Award Scheme**

We have supported 8 Young People through their Duke of Edinburgh Bronze and Silver Awards. The DofE scheme sees the young people complete 4 sections which include: Learning a new skill, volunteering, completing a new physical activity and an overnight expedition where the Young People learn navigation, outdoor and independent living skills.

**WECIL Advisory Board**

We have re-branded the WECIL Youth Board in line with the Young People's wishes to become an Advisory Board. The Board are currently working in partnership with Bristol City Council to advise on the development of a new independent living site. The Board are helping to support with all elements including design, accessibility, culture and selection process.

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**INDEPENDENT LIVING PAYMENT SERVICES**

WECIL support nearly 800 Disabled people to use a personal budget, such as a Direct Payment, to manage their own care and support so that they can live independently with choice and control. This support includes ensuring Disabled people understand their rights and responsibilities around using personal budgets; support to recruit and employ Personal Assistants or contract agency support; supporting Disabled people to be compliant with employment law and to be a good employer; providing a professional payroll service to those who use a personal budget to employ Personal Assistants; and providing managed bank accounts for those who need them.

Financial performance for the department has been outstanding in 2021 to 2022 despite the COVID landscape, the increase in demand that resulted from this and the shortfall of capacity in the staff team. The department budgeted to make a surplus of £131,109 but the final position was a positive variance on this of £79,200 and an actual surplus of £210,309. It was also possible to give pay increases across the whole team and still achieve such a good surplus that can be used to meet the charity's strategic objectives.

The Payroll Social Enterprise company has performed extremely well with confidence returning during the year to employers feeling more inclined to employ staff as COVID risks reduced. We saw an increase from 499 employers processed in April 2021 to 597 in March 2022 and this continues to increase steadily. New demand has also come in with small organisations asking WECIL Payroll to process payroll for salaried staff not in the care sector.

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Our register of customers using our support to manage a Direct Payment has also increased, despite many leavers during the year falling victim to COVID and currently stands at 787 at March 31<sup>st</sup> 2022, partially accounting for the surplus in the department.

Staff changes within the department over the year, including one redundancy and temporary under-capacity due to two staff leaving (one to another WECIL role) have also contributed to the surplus, but we are happy to report that overall staff capacity has increased in the team with 4 new members joining the team, some with lived experience of being Disabled and using Direct Payments.

The team have also pioneered the use of Individual Service Funds (ISFs) in partnership with Bristol City Council paving the way for ISFs to be offered to any Bristol citizen with care needs in 2023 leading to a greater diversity of choice and improved outcomes for Disabled people.

Work has also been done supporting Somerset County Council, Worcestershire County Council and Basildon, Billericay and Wickford Council for Voluntary Service (BBWCVS) on systems change in Adult Social Care to embrace ISFs and more creative use of Direct Payments.

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The department continues to work with Bristol City Council on Make it Local, a programme to develop the micro-provider self-employed Personal Assistant (PA) market and drive better outcomes for citizens seeking care, increase in those providing care on a more localised basis and drive local authority Adult Social Care spend away from costly commissioned profit-making agencies and into local communities. 2022 will see WECIL launch a web application to facilitate this in partnership with our already developed web application, Create My Support Plan and advance our strategic aims on digital accessibility.

In summary, an outstanding year for the Independent Living Payments and Payroll team and for the Disabled community we serve.

**BUSINESS SUPPORT SERVICES 21/22 ANNUAL REPORT REVIEW**

2021/2 has been a year of rebuilding and rebranding for our Business Support Services Team after coming out of a difficult previous year with the height of the pandemic having a devastating impact on business performance. Our focus in rebuilding has been to streamline our services into three key areas and use an improved marketing strategy to promote the level of support we can offer to businesses and organisations through training, accessibility support and consultancy.

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We continued to deliver Disability Equality Training online as well as respond to requests for bespoke additions to our offer which included focusing on neurodiversity, reasonable adjustments, autism and disablism. During this year, we finished delivering accredited Disability Equality Training to the final cohort of organisations on the Bristol WORKS project funded by Bristol City Council and began delivering the same offer to a cohort as part the We Work for Everyone programme funded by West of England Combined Authority (WECA). Project delivery continued as we partnered with SARI (Stand Against Racism and Inequality), The Diversity Trust, Babbasa and Empova to deliver a training programme to Avon & Somerset Police called *Inclusive Policing with Confidence*, working with 2500 police officers to improve policing and understanding of disability, gender identity, hate crime and race issues including Black Lives Matter. We continued to raise our credibility as a training provider to organisations such as Bristol City Council, South Gloucestershire Council, Watershed, Creative Youth Network, Bristol Student Union, Spike Island, Seeability, Burges Salmon, Brigstowe, 1<sup>st</sup> Choice Stairlifts, We the Curious and Disability Rights UK.

We continued to make an impact on improving accessibility in the South West and beyond, with WECIL's Access and Inclusion Team (WAIT) (formerly known as BPAC – Bristol Physical Access Chain). With businesses continuing to prioritise the built environment on the back of COVID-19, WAIT have worked closely with Bristol City Council to improve access across the City by providing Access Audits of the Old City area, redevelopments of Park Row, pedestrianisation schemes of Princess Vitoria Street and King Street, changes to Barton Hill's Urban Park and the Central Library. WAIT also ventured outside of the city this year providing an Access Audit for Wiveliscombe Town Hall and Cleveland Pools Lido in Bath, both as part of restoration projects.

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We also travelled to Bath for an audit for The Woodwork Project, Portishead for Avon and Somerset Police HQ and London for Burges Salmon. During this period, we provided accessibility support for Bristol City Council's City Design Team, Bristol Museum, M-Shed, Tobacco Factory Theatres, Ardagh Community Trust, Film Hub Scotland, and Southmead Development Trust. WAIT have continued to be part of many consultations in relation to accessibility and have been a key part of the planned changes to several areas in Bristol while Bristol City Council focus on making the city more accessible. Three new members have joined the group which has allowed us to have better representation of Disabled people and more capacity to offer more support to businesses.

Continuing to develop our current working relationships and increase our partnerships has been a key focus to WECIL and our department. This year we confirmed exciting strategic partnerships with We the Curious, Watershed and Burges Salmon that focused on improving inclusion within their organisation and sectors whilst working together on research projects, funding opportunities, employability support, inclusive recruitment and Disability Confident.

Our involvement in the international Erasmus+- *Train the Competent* project entered its final year. A trip to Budapest, Hungary saw the partnership focused on amending and translating the training programmes before finalising the content in Athens, Greece next year.

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**WECIL EMPLOYMENT SERVICES**

**workASSURED**

We continue to deliver our Support Services for Disabled Staff contract to the University of the West of England. Throughout this financial year we have supported 49 individuals and their managers to successfully introduce and implement reasonable adjustments.

We also delivered 11 topic-specific training sessions to 109 Managers and HR staff and supported eight members of staff to return to work on campus.

The advice from WECIL has kept Disabled staff in their roles and minimised sick leave where possible. The service also helps to manage the employee/manager relationship and ensure that Disabled staff feel effectively supported in their jobs.

We continue to market this service to our Strategic Partners and businesses and in 2021 we delivered ad-hoc advice to one staff member and their manager at the University of Gloucester.

**Henry Smith Foundation - Working Together**

Working together was a 12-week employability course for Disabled people which focusses on wellbeing, peer support, mindfulness and progression into the workplace. This project was funded by the Henry Smith Foundation.

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The funding ended 30<sup>th</sup> January 2022, during the three years of delivery we:

- Supported 113 individuals
- 100% of learners explored alternative careers and training options were set the same task to do on their own. All learners were helped to understand, and supported to take their next steps towards employment.
- 2 learners completed work placements
- 1 attended a work trial
- 10 started volunteering at WECIL
- 1 started volunteering elsewhere
- 32 started training or education
- 26 Job interviews attended
- 1 learner started an internship
- 12 learners went into paid employment
- 80 CV reviews were carried out

Due to the high number of employment programmes within the four local authorities all competing for referrals, it has been decided, at this time not to continue with a bespoke employment programme. Through working with our community and throughout the wider-ranging changes to how WECIL is organised to respond more effectively to customer-demand, we recognised the greater impact to be achieved by having an Employability Specialist Navigator. This role will provide support with all employment related queries meets the demand and needs of individuals contacting WECIL for advice without the barriers and targets of a specifically funded employment programme.

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**FINANCIAL REVIEW**

**Financial Review**

We have achieved an excellent financial result in financial year ending 2022 despite the uncertainty in which we entered the year – with several statutory contract cycles disrupted as an understandable consequence of emergency service provision in the COVID-19 pandemic and much of the grant income of financial year ending 2021 being for short-term project work, under 12 months, to meet the acute needs caused by the pandemic.

We were able to turn the (£140k) deficit budget which the Trustees approved at the onset of the year to an operating break even. This was largely thanks to a successful year of winning new business.

Our self-advocacy and social action for people with learning disabilities and neurodiversity gained a great boost by further funding from South Gloucestershire Council's Learning Difficulties Development Fund, as well as new funding from Bailey Thomas.

Working as part of a partnership including The Diversity Trust, Babbasa and EMPOVA Consulting and led by SARI we have been extremely proud to deliver the Disability Equality Training and support to Avon and Somerset Police in the 'Inclusive Policing with Confidence' programme.

Bristol City Council invested in our thriving Adult Befriending service which is growing our volunteer force.

Work with both of Bristol's Universities has strengthened our research, impact across health systems and created opportunities for Disabled people to access new media roles.

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Financial performance for within our Independent Living Payments services have been outstanding, building from a budgeted surplus of £89k for our Direct Payment Support services to an end of year actual surplus exceeding £168k. Our Payroll subsidiary company, WECIL Social Enterprise Ltd. (WSEL), achieved a surplus of £40k. The combined £208k surplus of both of these areas of unrestricted income are vital to meeting the overhead costs of managing WECIL.

The only disappointing area of performance across the organisation was in our Business Support Services, which failed to recover to forecast levels from the catastrophic impact on the previous year's income caused by the pandemic, giving a departmental loss of around £40k – nearly double the planned losses within our rebuilding strategy. I am happy to report that pre-sales for the end of the financial year 2023 are high, meaning that at the start of the current financial year we had already made our budget for core service lines in this department and are on course for a successful year in this newly rebranded Disability.Inc service.

### **Going Concern**

We remain in a very strong position with a diversity of statutory contracts making up approximately 40% of organisational income, fees paid directly by customers using services such as our Independent Living Payments Support at 35%, sales of specialist support such as Disability.Inc at 10% and grants at 15%.

Commissioners remain committed to the provision of our services, for which in most cases they have a statutory duty to maintain and have worked co-operatively and creatively with WECIL to redesign for delivery which is compliant to the latest statutory advice.

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The Trustees recognise that statutory provision may be reviewed if restrictive social measures on citizens are reintroduced and/or extended in future, but consider that there are no material uncertainties about the charity's ability to continue.

The charity's subsidiary company, WECIL Social Enterprise Ltd. (WSEL), remains a vital service for many Disabled people using Direct Payments to manage their own care across the region and as such the Directors of WSEL, who are trustees of WECIL, consider that there are no material uncertainties about the Social Enterprise's ability to continue.

**Setting the Pay and Remuneration of the Charity's Key Management Personnel**

Thanks to achieving a strong financial position, we have been able within this financial year to conduct an organisation-wide review of pay structures in WECIL. Led by WECIL's Trustees and Chief Executive Officer and supported by our external HR Consultants, Citrus HR, we have been able to develop a new Pay Policy which was approved by the Board in December, adopting a revised Pay Banding Matrix.

The new policy and matrix ensure that we attract and retain people with the right qualifications and skills as well as talent and experience and that we remove any unconscious bias within pay systems related to the Equality Act protected characteristics. This was achieved by conducting a thorough Job Evaluation in which revised Job Descriptions and Person Specifications for every role were drawn up by Managers, agreed by the Senior Leadership Team and scored against a Job Evaluation Matrix by a panel consisting of Trustees, Citrus, WECIL's Chief Executive Officer and Head of Quality and Systems .

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The resulting matrix contains a set of pay-bands which may contain more than one scale and all of which have incremental points. Jobs were placed on the correct scale for the job evaluation score as determined by the panel to pay parity between similar roles in different parts of the organisation. The value of each pay band was benchmarked against similar roles in other organisations. All WECIL salaried roles are now on this matrix and staff performing these roles will progress up to the next incremental point within their pay band annually, subject to satisfactory performance, until they reach the top of the band. Key personnel remuneration falls within these bands to ensure full transparency and parity of pay in consideration of skills, expertise and responsibility across the charity. The panel will reconvene to ensure that casual contract staff also receive equal treatment under this policy.

Separately, the Board of Trustees also agreed an inflationary cost-of-living increase to salaries within this year which was applied across the pay scales.

### **Fundraising**

Due to the nature of our funding, which primarily divides between contracts, grants and trade, WECIL does very few formal fundraising activities. During the year 2021/22, we raised under £1,000 in donations.

WECIL Ltd voluntarily comply with The Code of Fundraising Practice, published by Fundraising Regulator and developed by Institute of Fundraising (IoF) and Public Fundraising Association (PFRA). We have not received any complaints about our fundraising activities.

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WECIL always strives to protect our service users, clients and customers as well as other members of the general public from any unreasonable intrusion or other unacceptable behaviour due to any fundraising activities carried out on our behalf.

**Principal Risks and Uncertainties and Management of Risk Strategy**

The Board of Trustees holds a Risk Register that is amended and reviewed on a quarterly basis. As of end 2021/22, the key risks and uncertainties as identified by the Trustee Board and the steps taken to mitigate and manage these risks are:

- **High level of customer complaints could lead to loss of individual customers or removal of agreement with Local Authorities**

WECIL maintains a high quality of service across all services by rigorous application of systems thinking processes to the study and redesign of service effectiveness, identifying potential risks and co-producing service design with users of services to ensure all services meet what matters to customers, and that they can communicate issues directly and easily. The implementation of the Trustee-led Quality Sub-Committee has given renewed scrutiny to service quality within governance and direct communication between Trustees and the users of all WECIL services.

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- **Confidential information is stored inappropriately or mislaid in the community leading to a GDPR breach, litigation, loss of funding, exposing a client to harm**

All staff are aware of data security policies and are given adequate training to implement them. Specific policies are designed to relate to specific services. Laptops and phones are encrypted and password protected. Paper forms are completed online. Funders are challenged if they request paperwork which will mean breaking WECIL data security policies. Data is communicated using secure email services. Data sharing protocols in place with funders.

- **Reduction in the number of people receiving Direct Payments leading to reduction in unrestricted income**

Increasing market share and increasing the areas in which we offer the service. Increasing other unrestricted income activities (Payroll and Business Services). Creating platforms within our partnership working with commissioners to raise the voice of Disabled people in influencing commissioners to maintain and increase levels of personalisation, choice and control and to advocate between professionals with Adult Social Care to promote the benefits of Direct Payments for outcomes for Disabled people and management of Adult Social Care budgets.

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**RESERVES AND INVESTMENT POLICY**

**Reserves Policy**

The Trustees approved a new Reserves Policy which currently sets the reserves held to cover all liabilities in the event of unplanned closure (liabilities include staff redundancy payments, leases, outstanding debts and three months' worth of running costs to ensure smooth transition for users of the services) to a minimum of 50% of the previous year's expenditure.

However, the Trustees have also committed to a programme of work which will establish the true costs of the liabilities in the event of unplanned closure which will give a precise calculated value for the reserves to hold in next year's accounts. This calculation will then be repeated to the same formula each year in parallel with the work to audit the accounts stating a newly calculated precise figure annually.

The Trustees are committed to supporting the smooth and supported transition of Disabled People when/if service funding ends. In these situations, it is sometimes necessary to extend the service for a short period of time whilst funding applications are pending or service users are signposted to other organisations.

At the year end the group held reserves totalling £1,256,659 (2021 £939,587) of which £472,834 (2021 £160,060) were restricted and £783,825 (2021 £779,527) were unrestricted. The higher level of restricted funds reflects the inclusion of a three year National Lottery grant of £326,727 which was awarded just before the year end.

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**Investment Policy**

Given the level of reserves and restricted funds the organisation needs to hold, the Trustees regularly discuss and take ongoing professional advice from an organisation authorised (within the meaning of the Financial Services and Markets Act 2000) on where and how to hold these funds. Our external advisors are verified as independent and registered with the FCA.

Trustees unanimously agreed to take a cautious approach to all small and large investments. There is an established quarterly monitoring and review process.

Year end funds include £502,782 of funds held in a low-risk portfolio of shares managed by an investment company. This portfolio is a longer-term investment to yield greater returns in a time when banks are offering very low interest rates. Investments have sufficient flexibility to withdraw and add further funds should this be required in the future.

**Plans for future periods**

WECIL has emerged from the pandemic as a strong and sustainable organisation which is well geared to meet the diverse needs of the Disabled community across the West of England.

In the financial year 2022/23 WECIL will launch a new 5-year strategy which details our ambitions to combine the growth and enhancement our own provision with supporting the development of a wider market of services with a range of practitioners better skilled to support Disabled children and adults.

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These plans include

- Fully embedding the Navigator service across WECIL and integrating with the new Health and Social Care frameworks
- Promoting wider use of personal budgets across Adult Social Care and Disabled children's services and developing new services to meet the diversification of their use
- Supporting mainstream providers of children's services to be inclusive of Disabled children and young people
- Maximising opportunities to make services available digitally as well as in person
- Developing a Transitions Service to provide appropriate pathways to adult services that match the needs of Disabled young people aged 16-25
- Launching a newly branded service to meet the needs of our business support clients

Given the redevelopment of the Vassall Centre site, WECIL also needs to develop plans to relocate its office function and bring its services into the communities it serves. This is in addition to the need to develop a specialist premises for the provision of support to Disabled children and young people with complex needs.

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**TRUSTEES' RESPONSIBILITIES STATEMENT**

The Trustees (who are also the directors of WECIL Limited for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the accounts in accordance with applicable law and regulations.

Company law requires the Trustees to prepare accounts for each financial year. Under that law, the Trustees have elected to prepare the accounts in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law, the Trustees must not approve the accounts unless they are satisfied that they give a true and fair view of the state of affairs of the charity and the income and expenditure of the charity for that period.

In preparing these accounts, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP, make judgements and accounting estimates that are reasonable and prudent
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the accounts on an ongoing concern basis unless it is inappropriate to presume that the charity will continue in operation

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The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the accounts comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

**Disclosure of Information to Auditors**

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- So far as that Trustee is aware, there is no relevant audit information of which the charitable group's auditors are unaware
- That Trustee has taken all steps that ought to have been taken as a Trustee in order to be aware of any information needed by the charitable group's auditors in connection with preparing their report and to establish that the charitable group's auditors are aware of that information.


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

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**Auditors**

The auditors, Bishop Fleming LLP, have indicated their willingness to continue in office. The Designated Trustees will propose a motion reappointing the auditors at a meeting of the Trustees. In preparing this report, the Trustees have taken advantage of the small companies' exemptions provided by section 415A of the Companies Act 2006.

Signed on behalf of the Trustees



Ruth Pickersgill  
Chair of WECIL Board of Trustees  
WECIL Ltd  
Vassall Centre,  
Gill Avenue,  
Bristol BS16 2QQ

Date 5th September 2022

WECIL LIMITED (WEST OF ENGLAND CENTRE FOR  
INCLUSIVE LIVING)  
COMPANY LIMITED BY GUARANTEE  
INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WECIL LIMITED (WEST OF  
ENGLAND CENTRE FOR INCLUSIVE LIVING)  
YEAR ENDED 31 MARCH 2022

**Opinion**

We have audited the financial statements of WECIL Limited (the 'parent charitable company') and its subsidiary (the 'group') for the year ended 31 March 2022 which comprise the Consolidated Statement of Financial Activities, the Consolidated Balance Sheet, the Charity Balance Sheet, the Consolidated Statement of Cash Flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and parent charitable company's affairs as at 31 March 2022, and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the 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 responsibilities for the audit of the financial statements section of our report. We are independent of the group and parent charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

**Conclusions relating to going concern**

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

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

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

**WECIL LIMITED (WEST OF ENGLAND CENTRE FOR  
INCLUSIVE LIVING)  
COMPANY LIMITED BY GUARANTEE  
INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WECIL LIMITED (WEST OF  
ENGLAND CENTRE FOR INCLUSIVE LIVING) (continued)  
YEAR ENDED 31 MARCH 2022**

**Other information**

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

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

We have nothing to report in this regard.

**Opinions on other matters prescribed by the Companies Act 2006**

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

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

**Matters on which we are required to report by exception**

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

**WECIL LIMITED (WEST OF ENGLAND CENTRE FOR  
INCLUSIVE LIVING)  
COMPANY LIMITED BY GUARANTEE  
INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WECIL LIMITED (WEST OF  
ENGLAND CENTRE FOR INCLUSIVE LIVING) (*continued*)  
YEAR ENDED 31 MARCH 2022**

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Act 2011 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's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the Trustees' report and from the requirement to prepare a strategic report.

#### **Responsibilities of Trustees**

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors of the parent charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group and 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 parent charitable company or to cease operations, or have no realistic alternative but to do so.

#### **Auditor responsibilities for the audit of the financial statements**

We have been appointed auditor under the Companies Act 2006 and section 151 of the Charities Act 2011 and report in accordance with those Acts.

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

WECIL LIMITED (WEST OF ENGLAND CENTRE FOR  
INCLUSIVE LIVING)  
COMPANY LIMITED BY GUARANTEE  
INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WECIL LIMITED (WEST OF  
ENGLAND CENTRE FOR INCLUSIVE LIVING) (*continued*)  
YEAR ENDED 31 MARCH 2022

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

- We have considered the nature of the sector, control environment and financial performance;
- We have considered the results of enquiries with management and Trustees in relation to their own identification and assessment of the risk of irregularities within the entity; and
- We have reviewed the documentation of key processes and controls and performed walkthroughs of transactions to confirm that the systems are operating in line with documentation.

As a result of these procedures, we have considered the opportunities and incentives that may exist within the organisation for fraud and identified the highest area of risk to be in relation to revenue recognition, with a particular risk in relation to year-end cut off. In common with all audits under ISAs (UK) we are also required to perform specific procedures to respond to the risk of management override.

We have also obtained understanding of the legal and regulatory frameworks that the company operates in, focusing on provisions of those laws and regulations that had a direct effect on the determination of material amounts and disclosures in the financial statements. The key laws and regulations we considered in this context included the UK Companies Act, FRS 102 and UK tax legislation. In addition, we considered the provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with may be fundamental to the Company's ability to operate or avoid a material penalty.

WECIL LIMITED (WEST OF ENGLAND CENTRE FOR  
INCLUSIVE LIVING)  
COMPANY LIMITED BY GUARANTEE  
INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WECIL LIMITED (WEST OF  
ENGLAND CENTRE FOR INCLUSIVE LIVING) (*continued*)  
YEAR ENDED 31 MARCH 2022

Our procedures to respond to risks identified included the following:

- Reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described as having a direct effect on the financial statements;
- Performing analytical procedures to identify unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- Reviewing board meeting minutes;
- Enquiring of management in relation to actual or potential claims or litigations;
- Assessing year end reserve balances, classification of funds and in year transfers between these funds;
- Performing detailed transactional testing in relation to the recognition of revenue with a particular focus around year-end cut off of grants; and
- In addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments; assessing whether the judgments made in accounting estimates are indicative or potential bias; and evaluation the business rationale of significant transactions that are unusual or outside the normal course of business.

We also communicated identified laws and regulations and potential fraud risks to all members of the engagement team and remained alert to possible indicators of fraud or non-compliance with laws and regulations throughout the audit.

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

A further description of our responsibilities is available on the FRC's website at: <https://www.frc.org.uk/auditors/audit-assurance/auditor-s-responsibilities-for-the-audit-of-the-fi/description-of-the-auditor%E2%80%99s-responsibilities-for>. This description forms part of our auditor's report.

WECIL LIMITED (WEST OF ENGLAND CENTRE FOR  
INCLUSIVE LIVING)  
COMPANY LIMITED BY GUARANTEE  
INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WECIL LIMITED (WEST OF  
ENGLAND CENTRE FOR INCLUSIVE LIVING) (*continued*)  
YEAR ENDED 31 MARCH 2022

**Use of our report**

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



David Butler FCA DchA (Senior Statutory Auditor)

for and on behalf of

**Bishop Fleming LLP**

Chartered Accountants and Statutory Auditors

10 Temple Back

Bristol

BS1 6FL

Date.....6 September 2022.....

WECIL Limited (West of England Centre for Inclusive Living)  
Company Limited by Guarantee  
Consolidated Statement of Financial Activities  
(including income and expenditure account)  
Year ended 31 March 2022

		2022		2021
		Unrestricted	Restricted	Total
		funds	funds	funds
	Note	£	£	£
<b>Income and endowments</b>				
Donations and legacies	5	911	–	911
Charitable activities	6	560,844	977,136	1,537,980
Other trading activities	7	146,896	–	146,896
Investment income	8	998	–	998
<b>Total income</b>		<b>709,649</b>	<b>977,136</b>	<b>1,686,785</b>
<b>Expenditure</b>				
Expenditure on raising funds:				
Costs of other trading activities	9	72,334	–	72,334
Investment management costs	10	4,800	–	4,800
Expenditure on charitable activities	11,12	650,335	662,362	1,312,697
<b>Total expenditure</b>		<b>727,469</b>	<b>662,362</b>	<b>1,389,831</b>
<b>Net (expenditure)/income</b>		<b>(17,820)</b>	<b>314,774</b>	<b>296,954</b>
Net gains on investments	13	20,118	–	20,118
<b>Net income</b>		<b>2,298</b>	<b>314,774</b>	<b>295,756</b>
Transfers between funds	18	2,000	(2,000)	–
<b>Net movement in funds</b>		<b>4,298</b>	<b>312,774</b>	<b>295,756</b>
<b>Reconciliation of funds</b>				
Total funds brought forward		779,527	160,060	939,587
<b>Total funds carried forward</b>		<b>783,825</b>	<b>472,834</b>	<b>1,256,659</b>

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

The notes on pages 55 to 77 form part of these financial statements.

**WECIL Limited (West of England Centre for Inclusive Living)**  
**Company Limited by Guarantee**  
**Consolidated Statement of Financial Position**  
**31 March 2022**

	Note	2022 £	2021 £
<b>Fixed assets</b>			
Intangible assets	19a	32,617	25,235
Tangible fixed assets	20	598	1,755
Investments	21	502,782	486,497
		<u>535,997</u>	<u>513,487</u>
<b>Current assets</b>			
Debtors	22a	545,401	237,523
Cash at bank and in hand		443,467	414,029
		<u>988,868</u>	<u>651,552</u>
<b>Creditors: amounts falling due within one year</b>	23a	268,206	225,452
<b>Net current assets</b>		<u>720,662</u>	<u>426,100</u>
<b>Total assets less current liabilities</b>		<u>1,256,659</u>	<u>939,587</u>
<b>Net assets</b>		<u><u>1,256,659</u></u>	<u><u>939,587</u></u>
<b>Funds of the charity</b>			
Restricted funds		472,834	160,060
Unrestricted funds		783,825	779,527
<b>Total charity funds</b>	26	<u><u>1,256,659</u></u>	<u><u>939,587</u></u>

These financial statements were approved by the Trustees and authorised for issue on 5th September 2022 and are signed on behalf of the board by:



Ruth Pickersgill  
Director

Company registration number 03030167:

The notes on pages 55 to 77 form part of these financial statements.

WECIL Limited (West of England Centre for Inclusive Living)  
Company Limited by Guarantee  
Company Statement of Financial Position  
31 March 2022

	Note	2022 £	Restated 2021 £
<b>Fixed assets</b>			
Intangible assets	19b	6,293	-
Tangible fixed assets	20	598	1,755
Investments	21	502,782	486,497
		<u>509,673</u>	<u>488,252</u>
<b>Current assets</b>			
Debtors	22b	556,735	240,071
Cash at bank and in hand		436,076	398,375
		<u>992,811</u>	<u>638,446</u>
<b>Creditors: amounts falling due within one year</b>	23b	247,735	189,021
<b>Net current assets</b>		<u>745,076</u>	<u>449,425</u>
<b>Total assets less current liabilities</b>		<u>1,254,749</u>	<u>937,677</u>
<b>Net assets</b>		<u>1,254,749</u>	<u>937,677</u>
<b>Funds of the charity</b>			
Restricted funds		472,834	160,060
Unrestricted funds		781,915	777,617
<b>Total charity funds</b>	26	<u>1,254,749</u>	<u>937,677</u>

These financial statements were approved by the Trustees and authorised for issue on  
and are signed on behalf of the board by:

5th September  
2022



Ruth Pickersgill  
Director

Company registration number 03030167

The notes on pages 55 to 77 form part of these financial statements.

**WECIL Limited (West of England Centre for Inclusive Living)**  
**Company Limited by Guarantee**  
**Consolidated Statement of Cash Flows**  
**Year ended 31 March 2022**

	2022	2021
	£	£
<b>Cash flows from operating activities</b>		
Net income	317,072	295,756
<i>Adjustments for:</i>		
Depreciation of tangible fixed assets	1,157	1,643
Amortisation of intangible assets	2,646	6,120
Other interest receivable and similar income	(998)	(709)
Net gains on investments	(20,118)	(75,947)
<i>Changes in:</i>		
Trade and other debtors	(307,878)	(134,854)
Trade and other creditors	42,754	33,955
	<u>34,635</u>	<u>125,964</u>
Cash generated from operations		
Interest received	998	709
	<u>35,633</u>	<u>126,673</u>
Net cash from operating activities	<u><u>35,633</u></u>	<u><u>126,673</u></u>
<b>Cash flows from investing activities</b>		
Purchase of intangible assets	(10,028)	(25,235)
Purchases of other investments	(180,655)	(150,080)
Proceeds from sale of other investments	184,488	154,138
	<u>(6,195)</u>	<u>(21,177)</u>
Net cash used in investing activities	<u><u>(6,195)</u></u>	<u><u>(21,177)</u></u>
<b>Net increase in cash and cash equivalents</b>	29,438	105,496
<b>Cash and cash equivalents at beginning of year</b>	414,029	308,533
	<u>443,467</u>	<u>414,029</u>
<b>Cash and cash equivalents at end of year</b>	<u><u>443,467</u></u>	<u><u>414,029</u></u>

The notes on pages 55 to 77 form part of these financial statements.

**WECIL Limited (West of England Centre for Inclusive Living)**  
**Company Limited by Guarantee**  
**Notes to the Financial Statements**  
**Year ended 31 March 2022**

**1. General information**

The charity is a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is The Vassall Centre, Gill Avenue, Bristol, BS16 2QQ.

**2. Statement of compliance**

The charity constitutes a public benefit entity as defined by FRS 102. These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Charities Act 2011 and the Companies Act 2006.

**3. Accounting policies**

**Basis of preparation**

The financial statements have been prepared on the historical cost basis.

The financial statements are prepared in sterling, which is the functional currency of the entity and the figures are rounded to the nearest £1.

The consolidated financial statements include the trading activities, assets and liabilities of the subsidiary company, WECIL Social Enterprise Limited. The results of the subsidiary are consolidated on a line by line basis.

A separate statement of financial activities for the charity alone is not presented because the charity has taken advantage of the exemptions afforded by section 408 of the Companies Act 2006.

The surplus in the Statement of Financial Activities for the year dealt with in the accounts of the charity alone was £317,072 (2021:£295,756 restated).

**Restatement of prior year balances**

In the accounts to 31 March 2021 the result of the charitable company alone omitted to include the receipt of a distribution from its subsidiary company, WECIL Social Enterprise Limited. As a result the unrestricted funds of the charity were understated by £33,730 and the amount owed by the subsidiary company was understated by £33,730. This has been corrected in the comparative figures for the charity alone.

**Going concern**

WECIL remains in a very strong position with a diversity of statutory contracts making up approximately 40% of organisational income, fees paid directly by customers using services such as our Independent Living Payments Support at 35%, sales of specialist support such as Disability.Inc at 10% and grants at 15%.

Commissioners remain committed to the provision of our services, for which in most cases they have a statutory duty to maintain and have worked co-operatively and creatively with WECIL to redesign for delivery which is compliant to the latest statutory advice.

### 3. Accounting policies (*continued*)

#### Going concern *cont.*

The Trustees recognise that statutory provision may be reviewed if restrictive social measures on citizens are reintroduced and/or extended in future, but consider that there are no material uncertainties about the charity's ability to continue.

The charity's subsidiary company, WECIL Social Enterprise Ltd. (WSEL), remains a vital service for many Disabled people using Direct Payments to manage their own care across the region and as such the Directors of WSEL, who are trustees of WECIL, consider that there are no material uncertainties about the Social Enterprise's ability to continue.

#### Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

#### Fund accounting

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity.

Designated funds are unrestricted funds earmarked by the Trustees for particular purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or through the terms of an appeal.

#### Income

All income is included in the statement of financial activities when the charity is entitled to the income, any performance conditions attached to the item(s) of income have been met, its receipt is probable and the amount can be measured reliably. The following policies are applied to particular categories of income:

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of the provision of a service is deferred until the criteria for income recognition are met.

Other trading activities are the trading activities primarily to generate incoming resources to undertake charitable activities.

Income from charitable activities includes any incoming resources received that are a payment for goods and services provided for the benefit of the charity's beneficiaries.

Investment income is included when receivable.

WECIL Limited (West of England Centre for Inclusive Living)  
Company Limited by Guarantee  
Notes to the Financial Statements (*continued*)  
Year ended 31 March 2022

3. Accounting policies (*continued*)

**Debtors**

Trade and other debtors with no stated interest rate and due within one year are recorded at the amount of the cash or other consideration expected to be received. Prepayments are valued at the amount paid.

**Expenditure**

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure includes any VAT which cannot be fully recovered and is reported as part of the expenditure to which it relates. The following policies are applied to particular categories of expenditure:

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them. Such indirect costs are allocated to activities in proportion to the direct staff costs of each activity.

Costs of generating funds comprises the costs associated with the provision, by the subsidiary company, of payroll services.

Governance costs are included in charitable expenditure and include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity.

**Liabilities**

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

**Operating leases**

Lease payments are recognised as an expense over the lease term on a straight-line basis. The aggregate benefit of lease incentives is recognised as a reduction to expense over the lease term, on a straight-line basis.

**Amortisation**

CRM database – 10% straight line

If there is an indication that there has been a significant change in amortisation rate, useful life or residual value of an intangible asset, the amortisation is revised prospectively to reflect the new estimates.

3. Accounting policies (*continued*)

**Tangible assets**

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

**Depreciation**

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Fixtures, fittings & office equipment	- 25% straight line
Computer equipment	- 25% straight line

**Investments**

Investments are shown in the balance sheet at their mid-market price as quoted on the London stock exchange. Gains and losses on the revaluation and realisation of investments are taken or charged to income in the statement of financial activities.

**Cash at bank and in hand**

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account and cash on deposit that has a notice period of less than 30 days.

**Financial instruments**

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 transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Debtors, creditors and cash at bank and in hand are measured at amortised cost and investments are measured at fair value.

**Defined contribution plans**

The company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the company to the fund in accordance with the scheme rules. The assets of the scheme are held separately from those of the group in an independently administered fund.

4. Limited by guarantee

Every member of the company undertakes to contribute such amount as may be required (not exceeding £1) to the company's assets if it should be wound up while he or she is a member for payment of the charity's debts and liabilities contracted before he or she ceases to be a member and of the costs, charges and expenses of winding up and for the adjustment of the rights of the contributories among themselves.

WECIL Limited (West of England Centre for Inclusive Living)  
 Company Limited by Guarantee  
 Notes to the Financial Statements (*continued*)  
 Year ended 31 March 2022

5. Donations and legacies

	Unrestricted Funds	Restricted Funds	Total Funds
<i>Current year</i>	£	£	2022 £
Donations	911	-	911
	<u>911</u>	<u>-</u>	<u>911</u>
	<u><u>911</u></u>	<u><u>-</u></u>	<u><u>911</u></u>
	Unrestricted Funds	Restricted Funds	Total Funds
<i>Prior year</i>	£	£	2021 £
Donations	817	2,000	2,817
Grants			
Bristol City Council Complex Needs Provision	-	65,312	65,312
Coronavirus Job Retention Scheme grant	-	33,077	33,077
Other grants	4,800	-	4,800
	<u>5,617</u>	<u>100,389</u>	<u>106,006</u>
	<u><u>5,617</u></u>	<u><u>100,389</u></u>	<u><u>106,006</u></u>

WECIL Limited (West of England Centre for Inclusive Living)

Company Limited by Guarantee

Notes to the Financial Statements (*continued*)

Year ended 31 March 2022

6. Charitable activities

	Unrestricted Funds	Restricted Funds	Total Funds 2022
<i>Current year</i>	£	£	£
Community	57,140	489,641	546,781
Business & Employability	58,306	79,963	138,269
Children and young people	13,261	372,613	385,874
Independent living payments support	415,363	29,919	445,282
Other	16,774	5,000	21,774
	<u>560,844</u>	<u>977,136</u>	<u>1,537,980</u>
	Unrestricted Funds	Restricted Funds	Total Funds 2021
<i>Prior year</i>	£	£	£
Community	55,000	298,434	353,434
Business & Employability	56,794	33,733	90,527
Children and young people	1,500	304,322	305,822
Independent living payments support	413,157	54,212	467,369
Other	47,219	3,413	50,632
	<u>573,670</u>	<u>694,114</u>	<u>1,267,784</u>

7. Other trading activities

	Unrestricted Funds	Total Funds 2022	Unrestricted Funds	Total Funds 2021
	£	£	£	£
Provision of payroll services by subsidiary company	146,896	146,896	155,151	155,151
	<u>146,896</u>	<u>146,896</u>	<u>155,151</u>	<u>155,151</u>

8. Investment income

	Unrestricted Funds	Total Funds 2022	Unrestricted Funds	Total Funds 2021
	£	£	£	£
Bank interest receivable type 1	998	998	709	709
	<u>998</u>	<u>998</u>	<u>709</u>	<u>709</u>

WECIL Limited (West of England Centre for Inclusive Living)  
Company Limited by Guarantee  
Notes to the Financial Statements (*continued*)  
Year ended 31 March 2022

9. Costs of other trading activities

	Unrestricted Funds £	Total Funds 2022 £	Unrestricted Funds £	Total Funds 2021 £
Costs of provision of payroll services by subsidiary company	72,334	72,334	92,679	92,679

10. Investment management costs

	Unrestricted Funds £	Total Funds 2022 £	Unrestricted Funds £	Total Funds 2021 £
Portfolio management	4,800	4,800	4,706	4,706

11. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
<i>Current year</i>			
Community	85,461	136,487	221,948
Business and Employability	99,618	78,098	177,716
Children and young people	12,231	413,274	425,505
Independent living and payments support	249,637	29,503	279,140
Core operating costs	203,388	5,000	208,388
	650,335	662,362	1,312,697
	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
<i>Prior year</i>			
Community	18,739	291,965	310,704
Business and Employability	92,200	55,957	148,157
Children and young people	-	257,384	257,384
Independent living and payments support	278,354	48,338	326,692
Core operating costs	154,612	14,907	169,519
	543,905	668,551	1,212,456

WECIL Limited (West of England Centre for Inclusive Living)

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 March 2022

12. Expenditure on charitable activities by activity type

	Staff costs	Direct costs	Indirect costs	Total funds 2022	Total funds 2021
	£	£	£	£	£
Community	181,253	8,363	32,332	221,948	310,704
Business and Employability	150,848	10,129	16,739	177,716	148,157
Children and young people	253,291	126,680	45,534	425,505	257,384
Independent living and payments support	224,005	15,012	40,123	279,140	326,692
Core operating costs	184,338	-	12,600	196,938	157,808
Governance costs	-	-	11,450	11,450	11,711
	<u>993,735</u>	<u>160,184</u>	<u>158,778</u>	<u>1,312,697</u>	<u>1,212,456</u>

13. Net gains on investments

	Unrestricted Funds	Total Funds 2022	Unrestricted Funds	Total Funds 2021
	£	£	£	£
Gains on listed investments	<u>20,118</u>	<u>20,118</u>	<u>75,947</u>	<u>75,947</u>

14. Net income

Net income is stated after charging:

	2022	2021
	£	£
Amortisation of intangible assets	2,646	6,120
Depreciation of tangible fixed assets	1,157	1,643
Operating lease rentals	<u>31,562</u>	<u>43,075</u>

15. Auditors remuneration

	2022	2021
	£	£
Fees payable for the audit of the financial statements	<u>11,450</u>	<u>10,350</u>

WECIL Limited (West of England Centre for Inclusive Living)  
Company Limited by Guarantee  
Notes to the Financial Statements (*continued*)  
Year ended 31 March 2022

**16. Staff costs**

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2022	2021
	£	£
Wages and salaries	913,324	841,809
Social security costs	67,633	60,746
Employer contributions to pension plans	37,381	36,757
	<u>1,018,338</u>	<u>939,322</u>

The average head count of employees during the year was 59 (2021: 50). The average number of full-time equivalent employees during the year is analysed as follows:

	2022	2021
	No.	No.
Management	5	6
Other	35	33
	<u>40</u>	<u>39</u>

The number of employees whose remuneration for the year fell within the following bands, were:

	2022	2021
	No.	No.
£60,000 to £69,999	1	-
	<u>1</u>	<u>-</u>

The key management personnel of the charity comprise the Chief Executive Officer, the Head of Commercial & Social Enterprise, the Business Support Services Manager, the Children and Young People's Manager, the Employability Projects Manager and the Head of Community Services. Their combined employee benefits total £258,139 (2021 : £274,572).

**17. Trustee remuneration and expenses**

During the year one trustee was reimbursed £40 of travel expenses (2021 : nil). The trustees did not receive any remuneration from the charity or the group during the year (2021 : nil).

WECIL Limited (West of England Centre for Inclusive Living)  
Company Limited by Guarantee  
Notes to the Financial Statements (*continued*)  
Year ended 31 March 2022

18. Transfers between funds

Fund transfers arise when costs exceed funding and the excess has to be met from unrestricted funds and when funding exceeds costs and the funder has agreed for the excess income to be utilised for other purposes.

19a. Intangible assets

The group

	CRM database £
Cost	
At 1 April 2021	25,235
Additions	10,028
	<hr/>
At 31 March 2022	35,263
	<hr/>
Amortisation	
Charge for the year	2,646
	<hr/>
At 31 March 2022	2,646
	<hr/>
Carrying amount	
At 31 March 2022	32,617
	<hr/>
At 31 March 2021	25,235
	<hr/>

19b. Intangible assets

The Charity

	CRM database £
Cost	
Additions	6,293
	<hr/>
At 31 March 2022	6,293
	<hr/>
Amortisation	
At 1 April 2021 and 31 March 2022	-
	<hr/>
Carrying amount	
At 31 March 2022	6,293
	<hr/>
At 31 March 2021	-
	<hr/>

WECIL Limited (West of England Centre for Inclusive Living)  
Company Limited by Guarantee  
Notes to the Financial Statements (*continued*)  
Year ended 31 March 2022

20. Tangible fixed assets  
The group and the charity

	Fixtures, fittings & equipment £	Computer equipment £	Total £
Cost			
At 1 April 2021 and 31 March 2022	6,329	15,691	22,020
Depreciation			
At 1 April 2021	5,503	14,762	20,265
Charge for the year	419	738	1,157
At 31 March 2022	5,922	15,500	21,422
Carrying amount			
At 31 March 2022	407	191	598
At 31 March 2021	826	929	1,755

21. Investments  
The group and the charity

	Cash or cash equivalents £	Listed investments £	Total £
Cost or valuation			
At 1 April 2021	16,195	470,302	486,497
Additions	-	180,655	180,655
Disposals	-	(198,547)	(198,547)
Fair value movements	-	20,118	20,118
Movement in cash account	14,059	-	14,059
At 31 March 2022	30,254	472,528	502,782
Impairment			
At 1 April 2021 and 31 March 2022			-
Carrying amount			
At 31 March 2022	30,254	472,528	502,782
At 31 March 2021	16,195	470,302	486,497

All investments shown above are held at valuation.

The historical cost of investments at the year end was £410,557 (2021 - £410,557).

WECIL Limited (West of England Centre for Inclusive Living)  
Company Limited by Guarantee  
Notes to the Financial Statements (*continued*)  
Year ended 31 March 2022

22a. Debtors

The group

	2022	2021
	£	£
Trade debtors	204,772	218,795
Prepayments and accrued income	6,079	17,516
Grants receivable	326,727	-
Other debtors	7,823	1,212
	<u>545,401</u>	<u>237,523</u>

22b. Debtors

The Charity

	2022	Restated 2021
	£	£
Trade debtors	197,218	202,219
Amounts owed by group undertakings	18,888	19,124
Prepayments and accrued income	6,079	17,516
Grants receivable	326,727	-
Other debtors	7,823	1,212
	<u>556,735</u>	<u>240,071</u>

23a. Creditors: amounts falling due within one year

The group

	2022	2021
	£	£
Trade creditors	45,684	84,535
Deferred income	138,489	45,781
Social security and other taxes	26,472	20,093
Accruals	26,438	18,922
Other creditors	31,123	56,121
	<u>268,206</u>	<u>225,452</u>

WECIL Limited (West of England Centre for Inclusive Living)  
Company Limited by Guarantee  
Notes to the Financial Statements (*continued*)  
Year ended 31 March 2022

23b. Creditors: amounts falling due within one year *cont*  
The Charity

	2022	Restated 2021
	£	£
Trade creditors	44,761	62,681
Deferred income	129,774	38,530
Social security and other taxes	19,954	16,549
Accruals	22,123	15,140
Other creditors	31,123	56,121
	<u>247,735</u>	<u>189,021</u>

24. Deferred income

	2022	2021
	£	£
The group		
At 1 April 2021	45,781	59,295
Amount released to income	(45,781)	(59,295)
Amount deferred in year	<u>138,489</u>	<u>45,781</u>
At 31 March 2022	<u>138,489</u>	<u>45,781</u>
	2022	2021
	£	£
The charity		
At 1 April 2021	38,530	59,295
Amount released to income	(38,530)	(59,295)
Amount deferred in year	<u>129,774</u>	<u>38,530</u>
At 31 March 2022	<u>129,774</u>	<u>38,530</u>

Income received in advance of the provision of the service is deferred until the performance criteria have been met.

25. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £37,381 (2021: £36,757).

Pension contributions are allocated to restricted funds where the funder has agreed to meet the contributions of those employees working on the project.

WECIL Limited (West of England Centre for Inclusive Living)

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 March 2022

26. Analysis of charitable funds

Unrestricted funds

The group

	At 1 Apr 2021	Income	Expenditure	Transfers	Gains and losses	At 31 Mar 2022
	£	£	£	£	£	£
<i>Current year</i>						
General funds	687,896	709,649	(668,174)	2,000	20,118	751,489
ASC Navigation	55,000	-	(55,000)	-	-	-
Social Care						
Market						
Development	32,336	-	-	-	-	32,336
Digital						
Transformation	1,695	-	(1,695)	-	-	-
Department of						
Health and Social						
Security	2,600	-	(2,600)	-	-	-
	<u>779,527</u>	<u>709,649</u>	<u>(727,469)</u>	<u>2,000</u>	<u>20,118</u>	<u>783,825</u>

	At 1 Apr 2020	Income	Expenditure	Transfers	Gains and losses	At 31 Mar 2021
	£	£	£	£	£	£
<i>Prior year</i>						
General funds	609,723	627,547	(625,321)	-	75,947	687,896
ASC Navigation	-	55,000	-	-	-	55,000
Social Care						
Market						
Development	-	27,600	(546)	5,282	-	32,336
Digital						
Transformation	-	5,000	(3,305)	-	-	1,695
Department of						
Health and Social						
Security	-	20,000	(12,118)	(5,282)	-	2,600
	<u>609,723</u>	<u>735,147</u>	<u>(641,290)</u>	<u>-</u>	<u>75,947</u>	<u>779,527</u>

**Social Care Market Development**

Work with commissioners and other providers within the local areas to develop new services and improvements to the systems of social care delivery locally.

WECIL Limited (West of England Centre for Inclusive Living)  
Company Limited by Guarantee  
Notes to the Financial Statements (*continued*)  
Year ended 31 March 2022

26. Analysis of charitable funds (*continued*)

Unrestricted funds

The group

ASC Navigation

Developing a new service to provide holistic support to new referrals and enquires to WECIL that reaches beyond single services.

Digital Transformation

Funding to develop new options for disabled people to register themselves into WECIL services online if they choose to.

Department of Health and Social Security

Funding to adopt a platform to enhance recruitment of PAs for WECIL's Independent Living Payments Support customers.

Unrestricted funds

The Charity

	At 1 Apr 2021 restated	Income	Expenditure	Transfers	Gains and losses	At 31 Mar 2022
	£	£	£	£	£	£
<i>Current year</i>						
General funds	685,986	632,549	(591,074)	2,000	20,118	749,579
ASC Navigation	55,000	-	(55,000)	-	-	-
Social Care						
Market						
Development	32,336	-	-	-	-	32,336
Digital						
Transformation	1,695	-	(1,695)	-	-	-
Department of						
Health and Social						
Security	2,600	-	(2,600)	-	-	-
	<u>777,617</u>	<u>632,549</u>	<u>(650,369)</u>	<u>2,000</u>	<u>20,118</u>	<u>781,915</u>

## Company Limited by Guarantee

Notes to the Financial Statements (*continued*)

Year ended 31 March 2022

26. Analysis of charitable funds (*continued*)

## Unrestricted funds

## The Charity

	At 1 Apr 2020	Income restated	Expenditure	Transfers	Gains and losses	At 31 March 2021 restated
	£	£	£	£	£	£
<i>Prior year</i>						
General funds	607,814	532,756	(530,531)	-	75,947	685,986
ASC Navigation	-	55,000	-	-	-	55,000
Social Care						
Market						
Development	-	27,600	(546)	5,282	-	32,336
Digital						
Transformation	-	5,000	(3,305)	-	-	1,695
Department of						
Health and Social						
Security	-	20,000	(12,118)	(5,282)	-	2,600
	<u>607,814</u>	<u>640,356</u>	<u>(546,500)</u>	<u>-</u>	<u>75,947</u>	<u>777,617</u>

**Social Care Market Development**

Work with commissioners and other providers within the local areas to develop new services and improvements to the systems of social care delivery locally.

**ASC Navigation**

Developing a new service to provide holistic support to new referrals and enquires to WECIL that reaches beyond single services.

**Digital Transformation**

Funding to develop new options for disabled people to register themselves into WECIL services online if they choose to.

**Department of Health and Social Security**

Funding to adopt a platform to enhance recruitment of PAs for WECIL's Independent Living Payments Support customers.

WECIL Limited (West of England Centre for Inclusive Living)  
Company Limited by Guarantee  
Notes to the Financial Statements (*continued*)  
Year ended 31 March 2022

26. Analysis of charitable funds (*continued*)

Restricted funds

The group and the charity

	At 1 Apr 2021	Income	Expenditure	Transfers	At 31 Mar 2022
	£	£	£	£	£
<i>Current year</i>					
National Lottery					
Community Fund - RC					
South West Region	-	326,727	-	-	326,727
Bristol City Council	47,048	409,004	(420,785)	(981)	34,286
BANES Council	14,193	80,148	(89,389)	-	4,952
Skills for Care	-	11,354	(8,783)	-	2,571
Children in Need	18,136	31,371	(32,009)	-	17,498
Travelling Light	1,003	1,288	(2,291)	-	-
Employment Services	11,699	27,000	(32,120)	-	6,579
Know Your Rights Self					
Advocacy	2,953	28,374	(23,359)	-	7,968
Erasmus	(2,394)	11,410	(9,780)	-	(764)
University of Bristol	2,000	5,000	(7,000)	-	-
Sports England	-	7,261	(4,733)	-	2,528
Bristol City Council					
Complex Needs Provision	65,422	-	-	(1,019)	64,403
UWE UX Design project	-	8,000	(4,697)	-	3,303
Policing with confidence	-	30,199	(27,416)	-	2,783
	<u>160,060</u>	<u>977,136</u>	<u>(662,362)</u>	<u>(2,000)</u>	<u>472,834</u>

26. Analysis of charitable funds (*continued*)

Restricted funds

The group and the charity

	At 1 Apr 2020	Income	Expenditure	Transfers	At 31 Mar 2021
<i>Prior year</i>	£	£	£	£	£
Bristol City Council	3,040	420,654	(376,536)	(110)	47,048
BANES Council	4,461	90,273	(80,541)	-	14,193
National Lottery Community Fund	-	95,714	(95,714)	-	-
Skills for Care	-	6,293	(6,293)	-	-
Children in Need	12,375	23,307	(17,546)	-	18,136
Travelling Light	-	4,026	(3,023)	-	1,003
Employment Services	6,420	34,278	(28,999)	-	11,699
Know Your Rights Self Advocacy	1,419	8,326	(6,792)	-	2,953
Erasmus	6,393	-	(8,787)	-	(2,394)
University of Bristol	-	12,000	(10,000)	-	2,000
Sports England	-	1,243	(1,243)	-	-
Coronavirus Job Retention Scheme	-	33,077	(33,077)	-	-
Bristol City Council Complex Needs Provision	-	65,312	-	110	65,422
	<u>34,108</u>	<u>794,503</u>	<u>(668,551)</u>	<u>-</u>	<u>160,060</u>

**National Lottery Community Fund - RC South West Region** To fund the Navigators service which helps disabled people navigate the systems that surround them such as welfare benefits, housing, care and support. The navigators also provide holistic 1:1 support for disabled people to access the community and realise their goals and aspirations. The project is developing accessible digital tools to support the disabled community.

**Bristol City Council**

A number of services are provided including: Care Management Advocacy, short breaks for disabled young people, an information and advice service, a young disabled peoples participation group, a partnership project to support community engagement consultations and decision making and a Befriending service for young disabled people offering support to participate in activities which interest them.

**BANES Council**

A Children's DPSS (Direct Payment Support Service) which provides advice and information through home visits, in order to assist service users to manage their self-directed support staff and direct payments effectively. Services also include a Befriending service for young disabled people offering support to participate in activities which interest them and evening social groups for disabled children and young people aged 18-21 to support them to meet new people and try new things.

**WECIL Limited (West of England Centre for Inclusive Living)**  
**Company Limited by Guarantee**  
**Notes to the Financial Statements (*continued*)**  
**Year ended 31 March 2022**

**26. Analysis of charitable funds (*continued*)**

**Restricted funds**

**The group and the charity**

**Skills for Care**

Two workforce development services including: Training sessions for Personal Assistants working from within Health and Social Care and for individuals who employ self-directed support staff and a Sector Based Work Academy to source and train PAs.

**Children in Need**

Inclusive young peoples' youth group, offering activity sessions to disabled and non-disabled young people.

**Travelling Light**

A drama group for disabled young people up to 25 years old.

**Employment Services**

Employment services that includes a 12 week employability programme for people who identify as disabled or having a long term health condition which focuses on wellbeing, peer support, confidence building and working towards entering employment or education.

**Know Your Rights Self Advocacy**

A group of people with a learning disability and/ or autism working together to educate themselves and wider society on learning disability/ autism specific issues, to advocate for each other and others to have choice and control over how they live their lives. The Know Your Rights group provide consultative services to individuals and organisations who require their expert lived experience to provide a more inclusive society.

**Erasmus**

Erasmus is European funding for a group of disabled people's organisations to train its members in the social model of disability and then disseminate this throughout Europe to effect change. The balance of excess expenditure at the year end will be covered by funding receivable in 2021/22.

**University of Bristol**

City fellows is a collective made up of the University of Bristol, Social Justice Project and fellows working with communities at the margins of decision making to become critical knowledge providers.

**Sports England**

Funding from Sports England to facilitate accessible wellbeing and fitness activities for disabled people during the C-19 pandemic.

**Bristol City Council Complex Needs Provision**

Grant towards capital costs of acquiring or developing appropriate premises for the delivery of support to disabled children with complex needs following the closure of the previous provider.

26. Analysis of charitable funds (*continued*)

Restricted funds

The group and the charity

UWE UX Design project

To deliver accessible UX design courses to disabled people to increase the uptake of disabled people in UX related careers.

Policing with Confidence

Funding from Avon & Somerset Police is used to create a programme aimed at supporting 2500 police officers in diversity and inclusion. Trainers and Lived Experience Facilitators are used to deliver a programme of Core Training and Conversational workshops to better understand and support the general public. Subjects include disability, race and hate crime, gender identity, young people and Black Lives Matter.

27a. Analysis of net assets between funds

The group

	Unrestricted Funds	Restricted Funds	Total Funds
	£	£	2022 £
<i>Current year</i>			
Intangible assets	32,617	–	32,617
Tangible fixed assets	598	–	598
Investments	502,782	–	502,782
Current assets	247,828	472,834	720,662
	<u>783,825</u>	<u>472,834</u>	<u>1,256,659</u>
<b>Net assets</b>	<b>783,825</b>	<b>472,834</b>	<b>1,256,659</b>
	Unrestricted Funds	Restricted Funds	Total Funds
	£	£	2021 £
<i>Prior year</i>			
Intangible assets	25,235	–	25,235
Tangible fixed assets	1,755	–	1,755
Investments	486,497	–	486,497
Current assets	266,040	160,060	426,100
	<u>779,527</u>	<u>160,060</u>	<u>939,587</u>
<b>Net assets</b>	<b>779,527</b>	<b>160,060</b>	<b>939,587</b>

WECIL Limited (West of England Centre for Inclusive Living)  
Company Limited by Guarantee  
Notes to the Financial Statements (*continued*)  
Year ended 31 March 2022

27b. Analysis of net assets between funds

The Charity

	Unrestricted Funds	Restricted Funds	Total Funds 2022
	£	£	£
<i>Current year</i>			
Intangible assets	6,293	-	6,293
Tangible fixed assets	598	-	598
Investments	502,782	-	502,782
Current assets	272,242	472,834	745,076
	<u>          </u>	<u>          </u>	<u>          </u>
<b>Net assets</b>	<b>781,915</b>	<b>472,834</b>	<b>1,254,749</b>
	<u>          </u>	<u>          </u>	<u>          </u>

	Unrestricted Funds restated	Restricted Funds	Total Funds 2021 restated
	£	£	£
<i>Prior year</i>			
Tangible fixed assets	1,755	-	1,755
Investments	486,497	-	486,497
Net Current assets	289,365	160,060	449,425
	<u>          </u>	<u>          </u>	<u>          </u>
<b>Net assets</b>	<b>777,617</b>	<b>160,060</b>	<b>937,677</b>
	<u>          </u>	<u>          </u>	<u>          </u>

**WECIL Limited (West of England Centre for Inclusive Living)**  
**Company Limited by Guarantee**  
**Notes to the Financial Statements (continued)**  
**Year ended 31 March 2022**

**28. Results of trading subsidiary**

WECIL Social Enterprise Limited is a company limited by guarantee of which WECIL is the sole guarantor. The principal activity of WECIL Social Enterprise Limited is the provision of payroll services. It is registered in England and Wales and the address of the registered office is The Vassall Centre, Gill Avenue, Bristol, BS16 2QQ.

A summary of the company's profit and loss account and balance sheet is set out below:

**Profit and loss account**

	2022	2021
	£	£
Turnover	147,527	158,521
Direct and administrative expenses	(107,731)	(124,791)
	<u>          </u>	<u>          </u>
Profit for the year	39,796	33,730
Distribution to parent charity	(39,796)	(33,730)
	<u>          </u>	<u>          </u>
Result for the year	-	-
	<u>          </u>	<u>          </u>

**Balance sheet**

	2022	2021
	£	£
Assets	41,269	57,465
Liabilities	(39,360)	(55,556)
	<u>          </u>	<u>          </u>
Net assets	1,909	1,909
	<u>          </u>	<u>          </u>

**29. Analysis of changes in net debt**

	At 1 Apr 2021	Cash flows	At 31 Mar 2022
	£	£	£
Cash at bank and in hand	414,029	29,438	443,467
	<u>          </u>	<u>          </u>	<u>          </u>

WECIL Limited (West of England Centre for Inclusive Living)  
 Company Limited by Guarantee  
 Notes to the Financial Statements (*continued*)  
 Year ended 31 March 2022

**30. Operating lease commitments**

The total future minimum lease payments under non-cancellable operating leases are as follows:

	2022	2021
	£	£
Not later than 1 year	24,860	24,492
Later than 1 year and not later than 5 years	50,966	66,582
	<u>75,826</u>	<u>91,074</u>

**31. Related parties**

The partner of one trustee is a Councillor at Bristol City Council who provide funding for a number of WECIL projects and activities.

During the year two trustees of the charity and one director of WECIL Social Enterprise Limited purchased services from WECIL Limited and WECIL Social Enterprise Limited on an arm's length basis totalling £1,360 (2021 : £1,285) and £800 (2021 : £1,175) respectively.

At the year end and the previous year end there were no balances outstanding with WECIL Limited and WECIL Social Enterprise Limited.

