

COMPANY REGISTRATION NUMBER: 03030167
CHARITY REGISTRATION NUMBER: 1053515

WECIL Limited (West of England Centre for Inclusive Living)

Company Limited by Guarantee

Consolidated Financial Statements

31 March 2024

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Accounts for the year ended 31 March 2024

CONTENTS	PAGE
Members of the Board and professional advisers	1
Chair’s statement	4
Trustees’ Annual Report	8
Independent auditor's report to the members	52
Consolidated statement of financial activities (incorporating the income and expenditure account)	58
Consolidated statement of financial position	59
Company statement of financial position	60
Statement of cash flows	61
Notes to the accounts	62

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Accounts for the year ended 31 March 2024
Members of the Board and professional advisors

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
Vicki Kaye	Vice-Chair of Trustees and Treasurer
Lindi Doy	Vice-Chair of Trustees
Steve Strong	Trustee
Ceri Love	Trustee - resigned 9 August 2023
Karen Amegashitsi	Trustee
Elise Hurcombe	Trustee
Deeanne Klein	Trustee -
Karl Stephenson	Trustee - resigned 7 June 2024
Fiona Spence	Trustee - resigned 22 May 2023
Marie Mighty	Trustee - resigned 22 June 2023
Frances Bathurst	Trustee - appointed 19 October 2023
John Dolton	Trustee – appointed 7 August 2023
Natasha Harrison	Trustees – appointed 19 October 2023
John Dolton	Advisor to HR Sub-Committee

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Accounts for the year ended 31 March 2024
Members of the Board and professional advisors

Auditor

Moore
Chartered Accountants
& Statutory Auditor
30 Gay Street
Bath
BA1 2PA

Accountant

Sue Carter FCA DChA
Make Your Figures Count Limited
17 Clan House
Sydney Road
Bath
BA2 6NS

Bankers

National Westminster Bank plc
290 Wells Road
Knowle
Bristol
BS4 2QA

Caple Banks
10 South Road
Portishead
Bristol
BS20 7DW

**WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Accounts for the year ended 31 March 2024
Members of the Board and professional advisors**

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

**Marketing and
Communication
Consultants**

Garrett Creative
1-3 Gloucester Road
Bishopston
Bristol
BS7 8AA

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Chair's Statement
Year ended 31 March 2024

As always, when I reflect back on the last year for WECIL's Annual Report, I feel really proud of what has been achieved, but also very aware of how much more is needed to give Disabled people our equality and human rights. Dominic has highlighted our key strategic achievements in his CEO Report, so I will focus on areas that I personally feel most positive about or want to develop further in this statement.

Governance

WECIL is now a really large charity with 58 salaried staff and an annual turnover of £2.2m, so we need a very strong Board of Trustees who are committed to, and understand, their governance role. As Chair, I feel responsible for this, and am very proud that we have a Board that is over 75% Disabled people, all of whom have such a range of skills and experience that we can make sound and well thought through decisions, but also that we have managed to become more representative in terms of diversity- thank you to them all for their hard work and commitment this year.

I think our Governance structure has been strengthened, and I am really lucky to have Lindi Doy and Vicki Kaye as Co-Vice Chairs, as it is so important to have other people to talk through the more sensitive issues. We started to meet regularly as an Executive, with the CEO and the Chairs of the Sub Committees; Elise Hurcombe (Quality Sub-Committee) and John Dolton (People Sub-Committee). Their knowledge and vision have really enhanced our governance and enabled me to take a step back, knowing the Sub-Committees are carrying out detailed scrutiny of the service areas that Board does not have time for. I need to also particularly thank Vicki, who has also doubled up as our Treasurer, and has taken the role really seriously, and brought an additional rigour to our financial processes.

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Chair's Statement
Year ended 31 March 2024

Strong Leadership

My role as Chair is made much easier by having an excellent CEO in Dominic Ellison, who has a strong grip on the financial situation, and a very clear strategic vision for the organisation. His enthusiasm for all things IT (including AI) means we work very differently, however, this can only be good for WECIL! We are really lucky in our Senior Leadership Team: Alex Johnston, Lucie Martin-Jones, and Matt Justice, who have all been here some time and are a huge asset to the organisation holding a wealth of knowledge and expertise. They were joined this year by Maddy Wall, who heads up all our work with People, and having her in post has made it so clear that a charity our size needs professional HR support, and her work has been invaluable.

Disability Inc

Our work with businesses (private and statutory) has gone from strength to strength, and it is so positive to see how a focus on systemic change, or with Disability Confident or workASSURED, can transform the experience in organisations for their Disabled staff. There is so much more to do, but Disability.Inc. managers Alison Browning and Kinny Chinangwa, have a clear vision of how to influence change, that I am confident the work will start to pay off for Disabled people in the City. WAIT (the WECIL Inclusion and Access Team) are an invaluable source of expertise for us, and are increasingly advising planners, architects, businesses and transport providers on improving accessible design. It may not always be obvious, but all the changes they recommended incrementally make our lives easier- so thank you to them too.

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Chair's Statement
Year ended 31 March 2024

Co-production

WECIL was always set up to be an organisation run and controlled by Disabled people, and at various times, DPOs (Disabled People's Organisations), were referred to as ULOs (User-Led Organisations). I feel very strongly that people who use our services should have a say in how they are run, as that will make them cost effective and efficient, and it is the only way they will meet peoples' actual needs, (more recently this gets referred to as 'co-production'). I am really pleased in the way WECIL is now developing to meet this challenge. We are looking at specific representation on the Board from people who use services, the new Community Gatherings are successfully bringing together part of the WECIL community to learn from each other's experiences, and the Know Your Rights and People's Voice self-advocacy groups are going from strength to strength. The Quality Sub-Committee is the mechanism we use to scrutinise the outcomes of our services, and this process is now more robust, and we have agreed to bring in formal service user feedback, which will close a very important loop.

Our staff

Our recruitment processes must be good as we have a skilled and loyal workforce, many of whom have stayed with us for years, which we really appreciate. New hybrid working patterns make it harder to stay in regular touch, but our recent employee survey showed that 100% of the staff who responded said 'that I would use WECIL services for myself (or recommend to family/ friends) should the occasion arise', that 'I am confident that the Senior Leadership Team is able to make the organisation successful', and also that 'I enjoy working at WECIL'. This is such a positive result, we could hardly believe it, but it is a testimony to everyone who works for us, and with us, and to the leadership. Thank you to all our dedicated staff and volunteers.

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Chair's Statement
Year ended 31 March 2024

Our Future

2024 is the first year for some time that a positive change may be possible, with a new Government and a new administration in many Councils. We are waiting to see if, for once, Disabled people's issues might become a priority. We have lived too long with so many of us stuck in the cost of living crisis, unable to get out due to inaccessible transport and local facilities or other people's attitudes, and to date there has been no real recognition of the additional cost of disability in terms of heating, equipment, increasing cost of care etc. In addition, so many rules work against us being economically active (like the Benefit system, Disabled person's bus pass only working from 9am etc.). Now is the chance for this new Government to work with Disabled people, to actually seek us out, listen to our views, hear our voices, and then prioritise the issues we raise – watch this space.....

Ruth Pickersgill MBE
Chair of Board of Trustees

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Trustees' Annual report (Incorporating the Directors' Report)
Year ended 31 March 2024

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 2024. 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.

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 Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Trustees' Annual report (Incorporating the Directors' Report)
Year ended 31 March 2024

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.

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 valuing lived experience of disability. 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 West of England. Our constitution ensures a minimum of 75% of the Trustees are Disabled people who bring a particular disability equality perspective to the running of the charity.

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Trustees' Annual report (Incorporating the Directors' Report)
Year ended 31 March 2024

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 subcommittees 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.

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.

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Trustees' Annual report (Incorporating the Directors' Report)
Year ended 31 March 2024

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.

Chief Executive Summary

This year has been another highly successful year for WECIL, marked by strong financial performance, significant project growth, and an increase in the number of Disabled people we support to live independently. Our team has expanded in response to this growth, particularly within our Navigators and Self-Advocacy groups, which have shown remarkable progress. These developments are crucial as we reinvigorate our membership offer, ensuring that our community remains at the heart of everything we do.

This year's political landscape has been particularly challenging, with Disabled people often demonised to garner public support for cuts to benefits and Local Authority funding. With the new government, we hope to see this trend reversed. The Labour Party Manifesto offers both opportunities and challenges for Disabled People's Organisations (DPOs) like WECIL.

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Trustees' Annual report (Incorporating the Directors' Report)
Year ended 31 March 2024

Chief Executive Summary *continued*

Its focus on social justice and equality provides a chance to advocate for stronger disability rights and more inclusive policies. However, it remains crucial that we hold the government accountable to ensure these commitments result in tangible actions.

This year, WECIL had to continue acting responsively to external changes. The withdrawal of national providers, such as Sense, from delivering statutory contracts in the South West due to unprofitable contract values forced WECIL to step in and take on significant service provision we previously subcontracted. Simultaneously, we saw a marked increase in disability-related benefit claims, particularly for Personal Independence Payments (PIP), driven by the cost-of-living crisis and the long-term impact of COVID-19. The decline in mental health among those seeking our support has also required a broader, more integrated service approach. Despite these challenges, WECIL has remained resilient and committed to the Strategic Objectives set out in our Five-Year Strategy, making substantial progress across all nine.

Strategic Objective 1: Take positive action to develop services that are inclusive and welcoming of the widest range of Disabled people (e.g. people with learning difficulties, mental health needs, d/Deaf people etc).

WECIL has taken significant steps to ensure our services are inclusive and welcoming to a diverse range of Disabled people. The Know Your Rights and People's Voice projects have been pivotal in shaping WECIL's future, improving accessibility of services and information for people who are neurodivergent or have learning difficulties, while giving these groups greater influence over how WECIL is run. At this year's AGM, we are proposing constitutional changes to create board positions for Disabled people using specific WECIL services, ensuring a broader range of voices helps shape all our services.

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Trustees' Annual report (Incorporating the Directors' Report)
Year ended 31 March 2024

Chief Executive Summary *continued*

Strategic Objective 2: Take a holistic approach to identifying and meeting the requirements of Disabled people, empowering everyone to self-advocate, and supporting their right to choose and control their own support.

Empowering Disabled people to self-advocate and control their support is central to WECIL's mission as a DPO. The Know Your Rights, People's Voice, and Listening Partnership groups have significantly enhanced self-advocacy, benefiting both individuals and their communities. The Navigators approach has been a key success, offering personalised guidance that helps people navigate complex systems and access needed support. Service user feedback highlights increased confidence and independence as a result.

The Create My Support Plan platform has seen rapid growth, enabling Disabled people to design and manage personalised support plans that reflect their unique needs and goals. This tool places them at the centre of care planning, ensuring their voices are respected and enabling full self-direction. The platform's alignment with the "About Me" NHS standard has been recognised across the BNSSG Integrated Care Partnership (BNSSGICP). We are actively collaborating with BNSSGICP partners, including Sirona and NHS Hospital Trusts, to integrate this platform into health settings, ensuring consistent and personalised care planning that empowers Disabled people to maintain control over their health and well-being across all areas of support.

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Trustees' Annual report (Incorporating the Directors' Report)
Year ended 31 March 2024

Chief Executive Summary *continued*

Strategic Objective 3: Become a well-known Disabled People's Organisation locally and nationally, seen as influential and providing a collective voice advocating disability equality, and influencing policy and practice through lobbying, co-production, and partnership.

WECIL continues to be a leading voice for Disabled people, both locally and nationally. Our advocacy efforts are strengthened through active involvement in groups like DPO Forum England and Disability Rights UK Our Voices, contributing to national dialogues on disability equality and ensuring Disabled people's experiences are represented at the highest levels. Locally, our self-advocacy groups are key consultation partners for Local Authorities and the NHS, while the WECIL Access and Inclusion Team (WAIT) is the go-to consultancy for organisations seeking access support, and Bristol City Council on major regeneration projects.

WECIL contributed to the Disabled People's Manifesto, a powerful advocacy tool that outlined critical demands for disability rights. During the election period it was distributed to all major political parties, and their manifestos were compared against it, providing voters with a clear scorecard of each party's commitments.

WECIL also hosted and chaired the Deaf and Disabled People's Hustings for the national general election and the Local Election Hustings, giving Disabled people a platform to engage directly with political candidates. These hustings ensured that disability issues were central in the electoral debate, empowering our community to shape the political landscape.

Locally, WECIL's advocacy was key in persuading Bristol City Council to drop the controversial Fair and Affordable Care Policy, which threatened to limit support for Disabled people.

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Trustees' Annual report (Incorporating the Directors' Report)
Year ended 31 March 2024

Chief Executive Summary *continued*

Alongside Bristol Reclaiming Independent Living and Disability Rights UK, we engaged in extensive lobbying, public awareness campaigns, and collaboration with stakeholders to highlight the policy's potential harm. As a result of these collective efforts, the council decided to withdraw the policy, safeguarding the rights and well-being of Disabled people in Bristol. WECIL's Independent Living Payments Team and People's Voice are now part of the group co-producing the policy that will replace it, ensuring a more equitable and supportive framework for Disabled people's needs.

Strategic Objective 4: Develop a service delivery model that is financially sustainable, as well as being responsive to changing circumstances, flexible and innovative.

This year has been challenging across the Voluntary, Community, and Social Enterprise and social care sectors. Many organisations have faced severe financial pressures due to budget cuts, particularly from central government funding reductions for local authorities, which have directly impacted social care. The ongoing economic challenges have strained these sectors, with many struggling to maintain services amidst insufficient funding.

Despite this challenging environment, WECIL has demonstrated remarkable financial resilience, ending the year with a surplus through robust financial management and strategic foresight. Our financial stability not only supports current operations but also protects WECIL against potential future funding cuts, especially in social care.

A key factor in our strong performance is our commitment to innovation, particularly in supporting the personalisation of services—consistently shown to improve outcomes for Disabled people while offering cost-effective solutions for Local Authorities.

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Trustees' Annual report (Incorporating the Directors' Report)
Year ended 31 March 2024

Chief Executive Summary *continued*

WECIL's Our Life Our Way platform is being developed to reduce system costs associated with Direct Payments without reducing the level of support that Disabled people receive. Once fully implemented, this platform will streamline Direct Payments administration, lowering costs for Local Authorities and enabling us to support more people cost-effectively. We are also developing new models for families of Disabled children and young people to access WECIL services via Direct Payments, attracting interest from other local authorities eager to replicate our success in Bristol.

Another critical aspect of our financial strategy is diversifying income streams through social enterprise activities. Disability.Inc. has grown successfully as a standalone brand, promoting independence and inclusion structurally and systemically. This venture not only supports the wider organisation but also builds toward a sustainable business model that can generate unrestricted income for WECIL.

In the year ahead, we are preparing to launch a new social enterprise payroll company. Leveraging our existing payroll bureau, which currently supports Direct Payments customers, this service will offer professional payroll services to SMEs, charities, and other organisations. This marks WECIL's first venture outside our charitable objects, but every transaction will still contribute to our social impact.

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Trustees' Annual report (Incorporating the Directors' Report)
Year ended 31 March 2024

Chief Executive Summary *continued*

Strategic Objective 5: Take a systems-based approach to service improvement, including structured ways to collect service user feedback, so that all departments are efficient, high quality, and valued by the people who use them.

We have utilised various feedback mechanisms, including digital surveys and structured feedback review calls with customers months after interventions. Feedback from our Community Gatherings has been particularly insightful, helping us refine our services to better meet the needs of our community. These feedback channels have provided rich, detailed information, revealing valuable insights into customer satisfaction and areas for improvement. Customers have reported increased satisfaction with the responsiveness and personalisation of our services, while also identifying areas for further enhancement.

All feedback is systematically fed into WECIL's Quality Subcommittee –a dedicated subgroup of our Trustee board which analyses service quality, sets improvement targets, and oversees the implementation of changes. Their work is heavily informed by direct input from service users, ensuring that our service redesigns and improvements are grounded in the real experiences and needs of the Disabled people we support.

Strategic Objective 6: Work in partnership with other equalities organisations to develop anti-racist practice and to diversify our service user profile to better reflect the region.

Collaborations with key equalities organisations have allowed us to co-design and implement specialist roles and services that cater to underrepresented communities, ensuring our support is accessible and relevant to everyone in the region.

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Trustees' Annual report (Incorporating the Directors' Report)
Year ended 31 March 2024

Chief Executive Summary *continued*

The creation of the Community Navigator role, specifically supporting Somali and other Refugee communities, has been pivotal in breaking down barriers to accessing WECIL services and statutory support. Developed in partnership with equalities-led organisations, this role promotes the Social Model of Disability and provides information and access to services for Disabled people, building trust and leading to a more inclusive service offering.

Our efforts to diversify our workforce have also been successful, as reflected in our most recent staff survey. We have actively recruited staff who bring diverse perspectives and lived experiences, ensuring our team better reflects the region's demographics. This diversification has enriched our organisational culture and improved our ability to deliver culturally competent and responsive services to all our users.

Strategic Objective 7: Improve our governance structure to ensure it is effective and inclusive of the Disabled people we serve, (and where appropriate parents/carers), and facilitates the co-design of services.

This year, we are proposing significant changes to our constitution, which will be presented for approval at the upcoming AGM. These changes aim to make our governance structure more inclusive and effective, ensuring that Disabled people using WECIL services are central to our decision-making.

The main proposal involves creating specific Board positions with full Trustee status for representatives of WECIL service users across four areas:

- Independent Living Payments customers
- Self-Advocacy Group members
- Children and Young People
- Parents/Carers of children and young people using WECIL services

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Trustees' Annual report (Incorporating the Directors' Report)
Year ended 31 March 2024

Chief Executive Summary *continued*

Additionally, we propose lowering the minimum age of a Trustee to 16, allowing for the inclusion of younger voices.

By incorporating more direct representation from service users and lowering the age threshold for Trustees, we reinforce our commitment to a participatory, transparent governance model that aligns with the needs and aspirations of the Disabled people and families we support, centralising co-production with them.

Strategic Objective 8: Develop a HR Strategy based on best practice in the employment of Disabled staff and volunteers, which promotes the wellbeing, inclusion and involvement of everyone working for WECIL, leads to a more diverse workforce and supports their development and progression.

This year saw the creation of a dedicated internal HR Team, a significant step that has enhanced our capacity to support and develop our staff, particularly Disabled staff and volunteers. The team has helped us implement best practices in employment more effectively.

Our efforts to increase sessional roles for Disabled people across various projects have been successful, fostering an inclusive work environment where all staff feel valued and supported. This success is reflected in our latest Employee Survey, which highlighted high levels of satisfaction, particularly in areas related to wellbeing, inclusion, and opportunities for professional development.

The survey also underscored the success of our diversity initiatives, with employees reporting increased feelings of inclusion and support, and many acknowledging positive changes in workplace culture following the establishment of the HR Team. Our focus on staff development has been well-received, with staff appreciating greater access to training and progression opportunities.

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Trustees' Annual report (Incorporating the Directors' Report)
Year ended 31 March 2024

Chief Executive Summary *continued*

Looking ahead, we remain committed to building on these successes by further developing our HR strategy. This includes expanding sessional roles and enhancing training programs, ensuring WECIL remains an employer of choice for Disabled people and continues to lead by example in promoting equality, diversity, and inclusion.

Strategic Objective 9: To consult regularly with Disabled people to identify service gaps and their priorities for developing new support areas e.g., Housing, Health, etc.

Regular consultation with Disabled people has been a priority for WECIL, helping us identify service gaps and set priorities for new support areas. Our Community Gatherings have been particularly successful, with increasing attendance and engagement, providing a valuable platform for Disabled people to share their experiences, challenges, and suggestions, which have directly informed our service development.

This feedback, complemented by our systematic analysis of incoming demand using systems thinking, has helped us identify key themes and emerging needs. This approach has enabled us to develop new roles and services to address these gaps. For example, insights from our consultations played a critical role in shaping our National Lottery funding application for the continuation and expansion of our Navigators service, which has proven to be a vital resource. This service will now be further developed to meet the evolving needs of our community, particularly in areas like housing and health where gaps have been most prominent.

Our proactive approach ensures that WECIL remains responsive to the needs of Disabled people, with their voices at the centre of our service design and delivery.

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Trustees' Annual report (Incorporating the Directors' Report)
Year ended 31 March 2024

Chief Executive Summary *continued*

WECIL's significant progress across each strategic objective has strengthened our organisation and increased our impact. These achievements have been widely recognised, with WECIL receiving multiple prestigious awards over the past year. Among these, the Locality UK Power of Community Award stands out as a particularly important national accolade, highlighting the role and impact of DPOs within the broader Community sector and affirming that the contributions of Disabled people are central to the strength and resilience of our communities. Winning the Equity and Diversity Award at the Bristol Social Impact Awards, recognised our contribution to promoting equity and diversity across the City, acknowledging how diversity and inclusion are actively practiced in every aspect of our work. The Altogether Different Award at the Annual Playwork Awards recognised our innovative approach to inclusive play, ensuring that Disabled children and young people have equal access to play opportunities that are vital for their development. Winning this award reaffirmed our dedication to inclusivity and the importance of play in the lives of Disabled young people.

We are always grateful for this public recognition of the hard work and dedication of everyone involved with WECIL. The direct feedback that I receive from the people who use our services about the quality of support they receive from our team is all the more gratifying. I would like to extend my deepest thanks to our staff, whose passion and commitment deliver our success. I am also grateful to our Trustees, whose guidance and oversight have ensured that WECIL remains on a strong and steady path. Our volunteers deserve special recognition for their invaluable contributions, as do our partners and funders, whose support has been essential in enabling us to achieve our goals.

Dominic Ellison
Chief Executive Officer

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Trustees' Annual report (Incorporating the Directors' Report)
Year ended 31 March 2024

Community Engagement and Support

Navigators Click and Chat

The Click and Chat Community/Navigator team at WECIL has continued to provide Disabled people across the region with person-centred, solution-focused, and empathetic support, helping them achieve what matters most to live the lives they choose. The enquiries we receive remain varied, offering our team opportunities to deepen their knowledge and expertise while continuing to address ongoing themes related to the cost-of-living crisis, financial well-being, and accessing the right care and support.

The team has expanded, with new members bringing fresh perspectives and expertise to our work. In response to increased demand, we have secured additional funding, enabling us to add another full-time Benefits Navigator and retain our Community Connecting Navigator. We have also extended our 'Navigator's approach' across WECIL, introducing two office-based Reception Navigators—both with their own lived experiences of disability—who now serve as the first point of contact for all new inquiries. This ensures that when someone contacts WECIL, they receive advice and support from the outset, provided by people who truly understand their experiences and the systems they are navigating.

Additionally, we have secured funding to recruit another Community-Connecting Navigator specifically to work with Somali and other migrant communities. While the uptake of Direct Payments is high in these communities, there is a need for more holistic support that is culturally and religiously sensitive. This role will be filled by someone from the community, capable of building trust and breaking down barriers to ensure that Disabled people receive the comprehensive support they need.

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Trustees' Annual report (Incorporating the Directors' Report)
Year ended 31 March 2024

Our Impact

- Over the past year, we opened 703 new cases, providing individuals with personalised support from their own Navigator and drawing in specialist support as needed.
- We supported 650 households with a Disabled person by distributing £135,000 in household support funding.
- We assisted 504 households with food costs and 68 individuals with purchasing household items. We issued 580 vouchers and processed 120 grant applications for the Disabled community. This was made possible by our Navigator team, trusted by Bristol City Council to manage and distribute such a significant sum.
- We supported 440 people with benefit claims and advice, securing at least £389,303 in claims for individuals.
- We completed approximately 60 Blue Badge applications, 30 grant applications to help Disabled people access necessary items or home modifications, and 15 carers grants (up to £300 for carers to meet wellbeing needs).
- We helped 706 children and families access activities and support.
- 850 Disabled people with a Direct Payment had access to their own Direct Payment support Navigator through a dedicated support line.
- Managed over 4,000 calls for Direct Payment users, Payroll customers, and social workers through the support line.

Feedback

- 94% of people said they felt very in control when working with us.
- 97% of people said they now had better access to the advice and support they needed.
- 99% of people said we did everything to meet their access needs, such as meeting at the right time, in person, or providing an interpreter.
- 93% rated the service overall as 5 stars (Excellent).
- 6% rated the service overall as 4 stars (Very Good).

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Trustees' Annual report (Incorporating the Directors' Report)
Year ended 31 March 2024

People's Voice and Know Your Rights

This year has been an exciting period for WECIL as we expand our work with adults who have a learning disability, difficulty, or are neurodivergent. Know Your Rights, our self-advocacy group for people with a learning difference from South Gloucestershire, continues to have a strong voice, helping members understand their rights and make decisions about their lives.

WECIL has also taken on the honourable role of supporting the People's Voice group in their efforts to establish an organisation led by and for people with a learning difference in Bristol. Funding from the Bristol Impact Fund and the South Gloucestershire Learning Disability Development Fund has enabled us to recruit a fantastic team of five Project Workers and support staff who are leading these initiatives.

Recognising their shared experiences and common issues, both groups democratically voted to join forces, feeling that they would have a stronger voice together. The team has been working hard from their new home at St Paul's Learning Centre, where we share a space with Misfits Theatre Company, to develop their strategy, learn about running an organisation, build on their skills, and raise awareness of important issues within their community.

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Trustees' Annual report (Incorporating the Directors' Report)
Year ended 31 March 2024

- We have recruited a team of five paid Project Workers with lived experience of a learning disability, difficulty, or neurodivergence from Bristol and South Gloucestershire to speak up on issues that impact them and their community and lead the establishment of a new organisation.
- We have held 12 speak-up groups throughout the year, each focusing on specific topics, with an average of 15 participants per session
- We have participated in several consultations and co-production sessions focused on reshaping adult social care.
- The team developed Easy Read information on how and where to vote and wrote a blog in time for the elections.
- We held a partnership speak-up event with over 20 attendees, linking with other learning disability organisations in the area, focusing on key issues such as employment, transport, social groups, and mental health.
- We have become members of Learning Disability England, gaining valuable support on our journey.
- The team has received training in Disability Equality, Safeguarding, Running and Leading Groups, and Setting Up an Organisation.

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Trustees' Annual report (Incorporating the Directors' Report)
Year ended 31 March 2024

Children and Youth Services

The Children and Young People's Services department has had an impactful and transformative year, dedicated to offering a variety of Short Breaks services that support Disabled children, young people, and their families. These services are crucial for providing parents and carers with a much-needed break while fostering the development and well-being of the children and young people we serve. Through a range of activities and initiatives, we aim to create inclusive, supportive environments that empower children and young people and help them thrive.

Throughout the year, we delivered 749 sessions across Bristol, B&NES, and South Gloucestershire. These sessions catered to a wide range of different Children and Young People, providing tailored support and activities that meet their diverse needs. This extensive delivery showcases our commitment to reaching as many families as possible and ensuring they have access to high-quality services.

Over these 749 sessions, we have delivered 17,419 contact hours with Children and Young People, demonstrating our dedication to engaging and supporting young people through consistent, meaningful interactions.

One of our most notable achievements this year has been the successful retention of several key contracts. In Bath and North East Somerset we have maintained the Befriending, Holiday Short Breaks (in partnership with Bath Area Play Project) and Term Time Short Breaks contracts, and in Bristol the Listening Partnership contract. These contracts are essential for continuing our vital services and ensuring that we can provide consistent support to our community.

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Trustees' Annual report (Incorporating the Directors' Report)
Year ended 31 March 2024

Our efforts were further amplified when we garnered media attention by appearing on BCC Points West and the Children in Need Appeal night. These appearances highlighted the benefits of our Youth Sessions and resulted in a £2,000 direct donation. This public recognition not only brought in funds but also raised awareness about the importance of our work, helping to extend our reach and impact.

Innovation and inclusion are central to our mission. This year, we continued to develop and deliver a pilot project focusing on Inclusion Accreditation for the Play and Youth sector, in partnership with Disability.Inc. This project, created in response to feedback from parents, carers, and young people, aims to support organisations in delivering more accessible and inclusive provision. This initiative highlights our commitment to supporting environments where every child and young person can thrive.

A significant enhancement to our service delivery came when we took on all provision that was previously subcontracted to Sense. By bringing these services in-house, we improved performance and delivery without any disruption to the families who rely on us. This seamless transition highlights our capability to adapt and improve while maintaining high standards of care.

In response to the cost-of-living crisis, we provided £6,000 worth of vouchers to South Gloucestershire families through the South Gloucestershire Household Support Fund. The feedback from families has been overwhelmingly positive, underscoring the vital role of this support in their lives and highlighting our responsiveness to emerging needs within our community.

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Trustees' Annual report (Incorporating the Directors' Report)
Year ended 31 March 2024

Lastly, we developed a new partnership model of session delivery in Frome Vale, including one youth and one play session. By working with universal providers to develop inclusive provision open to both Disabled and non-disabled Children and Young People, we are breaking down barriers and fostering a more integrated community. This inclusive approach is a testament to our belief in the power of community and the importance of providing equal opportunities for all.

In total, we delivered 749 evening, weekend and school holiday sessions directly (973 sessions when including sessions delivered by our sub-contractors). We provided 62 Volunteers Befrienders and 19 professional support worker links in the community. 632 different Disabled children and young people were supported across 17,419 delivery hours.

In conclusion, the Children and Young People's department has made significant strides over the past year. Our commitment to providing high-quality, inclusive services has resulted in numerous successes and positive outcomes for the families we support. As we look to the future, we remain dedicated to our mission of empowering Disabled children and young people, ensuring they have the opportunities and support they need to thrive.

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Trustees' Annual report (Incorporating the Directors' Report)
Year ended 31 March 2024

Independent Living Payments Team and Payroll Social Enterprise

2023 to 2024 has been a successful year for WECIL's Independent Living Payment (ILP) and Payroll Support services, both of which achieved a strong budget surplus, contributing significantly to the charity's overall objectives.

Both departments have expanded their customer base, with Direct Payment Support users increasing from 575 in April 2023 to 650 by March 2024, and Payroll customers growing from 797 to 858 during the same period.

We have also seen increased engagement from local authority Education Departments utilising Direct Payments, alongside growth in NHS-funded Personal Health Budgets. Both ILP and Payroll have worked together effectively to support the Deaf and Disabled community in living independently.

In January 2024, we held our annual Community Gathering for Direct Payment and Payroll Support customers. Three speakers shared honest accounts of how these services have positively impacted their lives, providing the freedom, choice, and independence to live the lives they choose.

Our community provided valuable feedback on how Direct Payments and Payroll could be made easier to manage, which could lead to greater uptake. In response, WECIL has partnered with Manawanui to develop a digital platform, Our Life Our Way, inspired by a successful system used in New Zealand. This platform will allow our community to manage their Direct Payment and Payroll from their smartphones. We aim to trial and launch this platform in 2025.

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Trustees' Annual report (Incorporating the Directors' Report)
Year ended 31 March 2024

In 2023, WECIL adopted a more strategic approach to shaping how Social Care is delivered to our community. We took a leading role in collaborating with organisations across the South West that provide Direct Payment Support, aiming to influence how local authorities commission Direct Payments to bring consistency and ensure the Deaf and Disabled community receives the support that truly matters to them. Additionally, we have been actively working with DPO Forum England and contributing to the design of the Disabled People's Manifesto, the National Direct Payment Forum, and the Road Map to Social Care, all with the goal of revolutionising the Social Care system.

- **858** individual Deaf and Disabled adults and children assisted to live independently in their own homes.
- **650** individual Deaf and Disabled people employed their own Personal Assistants to live the life they choose.
- **90%** of our service users either agreed (20%) or strongly agreed (70%) that our staff were friendly, professional, non-judgemental, and responded in a timely manner.
- **80%** of our service users either agreed (20%) or strongly agreed (60%) that our staff were easy to reach, understood them easily, had a good level of knowledge, and resolved their query quickly.

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Trustees' Annual report (Incorporating the Directors' Report)
Year ended 31 March 2024

Disability.Inc.

2023-24 was another busy year of growth and delivery for the Disability.Inc. Team with an increase in income of 19%.

We continued to develop a more diverse team, increasing the representation of lived experience across the department, and we celebrated success with being nominated and winning Bristol's Social Impact Award for Equity and Diversity in February 2024.

Access Audits

Accessibility support saw the largest growth in demand with 66 access audits, design reviews and planning support sessions provided between this financial year. Due to this growth, we were able to offer paid sessional work to all WECILs Access and Inclusion Team (WAIT) members from January 2024 meeting one of our key OKRs. This also has helped with recruitment for the team with 5 new members joining WAIT, increasing impairment representation including Neurodivergence and Deaf and Hard of Hearing members as well as a better representation in age range.

Kyrby Brown joined us as Access Coordinator to deliver the Accessible Somerset project. Funded by Somerset Council we were commissioned to deliver 12 months of access support across the region.

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Trustees' Annual report (Incorporating the Directors' Report)
Year ended 31 March 2024

We were commissioned to support Bristol City Council with the second phase of the Community Resilience Fund, voluntary community organisations could apply to the fund for assistance with funding developments to their spaces to improve resilience and sustainability following the pandemic. Any organisations requesting funding that involved improving access to their venues could apply for support from us. This work is really varied and included looking at the placement of a lift within a mosque, reviewing the accessibility of a community kitchen, widening corridors and door widths in a community centre, carparking and entrances, access to play for Disabled children and young people at an adventure playground. 40 voluntary and community organisations were able to obtain access support and advice helping to improve access and inclusion across all communities.

Training

A new sessional Trainer and four new Lived Experience Facilitators joined the team bringing with them a range of different lived experience.

11 CPD Accredited Disability Equality Training sessions were delivered to a variety of organisations including 3 sessions delivered in the first year of a two-year contract with Bristol City Council's Holiday Activity and Food Provision (HAF) enabling staff from 22 HAF delivery partners to undertake training. In addition to the CPD Accredited sessions we delivered a further 53 half day or webinar/workshop sessions.

A number of new organisations including Boeing, Bristol Zoo, Aardman, Department of Education, YTKO and Business West received training.

**WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Trustees' Annual report (Incorporating the Directors' Report)
Year ended 31 March 2024**

Consultancy and workASSURED

We provided our workASSURED service (in-work support) to 4 new organisations, Watershed, UWE Student Union, OurMedia and BS3 Community, alongside our contracts with University of the West of England (UWE) and Bath Spa University. Overall, we received 82 referrals for support.

We also worked with the highest number of businesses on their Disability Confident journey which resulted in 7 of the businesses moving up one level. Burges Salmon and Avon and Somerset Police achieved Disability Confident Leader Status (Level 3) and University of Gloucestershire successfully renewed their Leader status, increasing the number of inclusive employers in the region.

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Trustees' Annual report (Incorporating the Directors' Report)
Year ended 31 March 2024

Financial Review

The financial year ending March 2024 has been marked by significant achievements and challenges across various departments. Prior to the start of the Financial Year, WECIL's Trustees approved a budget with an unrestricted loss of (£97,604) based on forecast income and expenditure. The Trustees approved this deficit, agreeing to utilise £98,760 from reserves to guarantee a 10% pay increase awarded to staff at the beginning of the year due to the extreme pressures on cost-of-living. The Trustees set this deficit budget with the expectation of winning new business in year based on recent performance, however the 10% pay increase transfer from reserves was committed in the eventuality that improved performance could not replace it.

The confidence in out-performing our budget at the beginning of the year was again well placed, with our accounts showing that we ended the year with an unrestricted result of £109,905, without drawing from reserves – which is a positive variance of £207,509. Contributing factors to this success include restricted income which was £258k above budget, unrestricted income which was £107k above budget and sound proactive management of expenditure throughout the year.

Independent Living Payments (ILP) continues to provide a substantial surplus to underwrite the organisation, Children & Young People (CYP) services have grown substantively, Community Services have benefitted from the People's Voice initiative and Disability.Inc. has met its challenging bottom-line target.

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Trustees' Annual report (Incorporating the Directors' Report)
Year ended 31 March 2024

Restricted income accounts for 52% of total income in the year, and Restricted Expenditure accounts for 55% of expenditure. This is a marked difference from the previous year in which Restricted income accounted for 43% of income and only 47% of operational costs. This is largely due to winning the People's Voice and Household Support Fund contracts in this year.

In total 77% of our expenditure went on Direct Costs, or Charitable Activities, with 23% of organisational costs going towards organisational overheads. This compares with 72% of WECIL expenditure going towards Charitable Activities in the previous year. For restricted expenditure, 89% went to Direct Costs, where the figure was 56% for unrestricted expenditure which includes rent, admin and Senior Management costs. The industry average for the UK voluntary sector is for 69% of spending to be on charitable activity (UK Civil Society Almanac 2023, NCVO), so WECIL's performance of 77% is extremely strong by this measure.

Our Children & Young People's departmental performance over the year has continued to show sustainable growth. In total, the department took £65k more income than projected. The majority of the Children & Young People's departmental income and expenditure is restricted, but through sound contract management we have ensured a reasonable contribution towards organisational overheads. Unrestricted performance was strong due to the success of our relatively new model allowing families to use a Direct Payment for young people to attend our Short Breaks activities.

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Trustees' Annual report (Incorporating the Directors' Report)
Year ended 31 March 2024

This model is supporting the Local Authorities to manage their spend, servicing previously unmet need of families and is financially sustainable for WECIL. Demand is higher than we have been able to meet and if we could secure permanent premises we would be able to increase this substantially. The positive variance on restricted income is in part due to the exit of Sense from sub-contracting on our Short Breaks in Bristol and South Gloucestershire, which has provided an extra £28k of income for WECIL to take over delivery of those services. However, £25k of this additional income is from extending our Holiday Short Breaks provision. With strong controls over expenditure, we have ensured that this extra work has been delivered sustainably.

Our Community Services department has performed extremely well, with total income that well exceeded budget. The majority of this increase came in restricted funds, as is to be expected from this department which primarily relies on statutory contracts and grant funding, with total expenditure increasing accordingly.

Disability.Inc. was successfully launched as a new social enterprise sub-brand. Access Audits and workASSURED showed reasonably accurate projections, whilst Training and Consultation performed below target. With the combination of applying agile staffing and attracting grant funding to the work, these underperforming income areas were somewhat mitigated.

Independent Living Payments have again performed extremely well. The total £657k income exceeded budget across WSEL Payroll and ILP Advice and Support. In both cases this is an extremely positive indicator of the quality of these services in a competitive market.

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Trustees' Annual report (Incorporating the Directors' Report)
Year ended 31 March 2024

Going Concern

We remain in a very strong position with a diversity of statutory contracts making up approximately 40% of organisational income in our YE2025 budget, fees paid directly by customers using services such as our Independent Living Payments Support at 39%, sales of specialist support such as Disability.Inc at 7% and grants at 9%. In earning the majority our income through service provision, WECIL is not reliant on donations.

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. WECIL maintain strong relationships with grant funders which supports us in developing services outside of statutory provision.

The Trustees recognise the significant budget pressures on Local Authorities in provision of Adult Social Care and services to Disabled children and young people and WECIL are working in proactive partnership with our core Local Authorities to identify ways of reducing their spend through increasing personalisation and self-direction of support planning and looking for opportunities to reduce the use of commissioned care. This includes developing new digital platforms for personal budget management to support reducing system costs without reducing the financial support received by Disabled people. We make particular note of Bristol City Council's implementation of a new Adult Social Care Single Framework, which aims to increase local provision of social care support against national prime contractor competition. We have had to budget for a reduction in this year's funding for the Out and About Consortium, through which we delivery Short Breaks for Bristol City Council, however we are in negotiation with the council over how this can be restored. We consider that there are no material uncertainties about the charity's ability to continue.

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Trustees' Annual report (Incorporating the Directors' Report)
Year ended 31 March 2024

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

WECIL established a Pay Policy and Pay Banding Matrix in Financial Year Ending 2022 to ensure parity of pay for salaried staff across departments and to attract and retain people with the right qualifications and skills as well as talent and experience, ensuring any unconscious bias within pay systems related to the Equality Act protected characteristics is designed out. In Financial Year Ending 2023 this was extended to all casual (bank) staff, ensuring that all workers for WECIL receive equal treatment under this policy.

The Board of Trustees agree an inflationary cost-of-living increase to salaries, to be applied across the pay-scales, as part of the annual budget setting process.

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Trustees' Annual report (Incorporating the Directors' Report)
Year ended 31 March 2024

Fundraising

Due to the nature of our funding, which primarily divides between contracts, grants and trade, WECIL does very few formal fundraising activities. During Financial Year Ending 2024, we raised £4,242 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. WECIL will always strive 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

WECIL hold a detailed Risk Register which is reviewed in full on an annual basis by the Board of Trustees and Senior Leadership Team. Each identified risk on the register is categorised by type to be reviewed on an ongoing basis by the relevant committee or subcommittee: The Finance Subcommittee review all Finance Risks on a bi-monthly basis; the People Subcommittee review all HR Risks on a bi-monthly basis; the Quality Subcommittee review all Quality Risks on a bi-monthly basis; the Health & Safety Committee review all Health and Safety Risks on a quarterly basis; and the Designated Safeguarding Leads and Designated Safeguarding Trustee review all Safeguarding Risks at the Safeguarding Review Meetings. Risks are also identified and added at departmental team meetings and bi-monthly Management Team meetings for review at the next appropriate committee or subcommittee meeting. Recommendations are made and progress monitored by the Trustee Board and relevant committee or subcommittee.

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Trustees' Annual report (Incorporating the Directors' Report)
Year ended 31 March 2024

According to the scoring system employed, at the end of 2023/24 the key risks and uncertainties as identified by the Trustee Board and the steps taken to mitigate and manage these risks are:

Sensitive Data on Clients will be lost or disclosed in transit

Avoid: WECIL's Certified Data Protection Officer is fully trained and has developed stringent Data Protections Policies and Practices which are fully ICO compliant. All staff members are fully trained in Data policy and process as part of induction and regularly throughout employment. All digital information is gathered and stored via secure GDPR compliant digital systems. All staff IT is secured via 2 factor authentication. External IT Support provider can immediately and remotely clear all laptops, phones and tablets if lost or stolen. Staff are regularly trained in GDPR and data protection.

Reduce: Minimise the amount of personal data collected on paper. Padlocks provided for staff to use to secure bags. WECIL limit the amount of personal data collected and stored to reduce the potential impact of a breach. WECIL schedule regular audits of data storage locations and methods to ensure compliance with established protocols. WECIL use high-grade encryption for data stored on portable devices or cloud storage used during commutes.

Mitigate: WECIL follow a robust incident response plan to quickly address and mitigate any data breaches. WECIL have appropriate insurance to cover potential legal and financial repercussions of data breaches. WECIL staff are trained to support clients affected by any data compromise. WECIL report all reportable data breaches to the regulator and to commissioners to ensure that a strong trusting relationship is maintained.

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Trustees' Annual report (Incorporating the Directors' Report)
Year ended 31 March 2024

Inadequate training or supervision of volunteers compromising service quality, organisational reputation, and safety.

Avoid: Implement mandatory training programs for all volunteers that cover their specific roles, responsibilities, and the organisation's expectations. Develop and distribute clear, detailed guidelines and manuals that outline all necessary information for volunteers. Establish a structured supervision plan that includes regular check-ins and feedback sessions with volunteers to ensure they understand and perform their duties correctly.

Reduce: Offer continuous learning opportunities for volunteers to deepen their understanding and adapt to new roles or changes in their responsibilities. Regularly monitor volunteer activities and provide immediate feedback to correct misunderstandings or misapplications of training. Create a support network where volunteers can reach out to experienced personnel for guidance and assistance.

Mitigate: Develop procedures for managing and mitigating any incidents caused by volunteer errors, including immediate corrective actions and stakeholder communication. Ensure adequate insurance coverage to handle potential claims arising from volunteer actions. Prepare a public relations strategy to address any negative outcomes from volunteer activities, focusing on transparency and the steps taken to prevent future occurrences.

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Trustees' Annual report (Incorporating the Directors' Report)
Year ended 31 March 2024

Board composition challenges due to required constitutional compliance of maintaining at least 75% Disabled board members, potentially leading to skill gaps or internal conflicts.

Avoid: Actively seek and recruit Disabled people with the specific skills required for board effectiveness, using networks and associations that can help identify potential candidates. Invest in ongoing professional development and training for current board members to enhance their skills and capabilities. Implement and enforce a governance framework that includes comprehensive conflict resolution policies to minimize and manage internal conflicts effectively.

Reduce: Clearly define roles and responsibilities for all board members to reduce potential conflicts and ensure alignment with WECIL's mission and goals. Create mentorship and support systems within the board to facilitate skill sharing and cohesion among members, particularly enhancing the capabilities of Disabled board members in officer roles. Regularly review the performance and skills alignment of board members, providing feedback and corrective actions to align with organisational needs.

Mitigate: Consider the formation of advisory panels consisting of individuals (both Disabled and non-disabled) who can provide expertise and guidance on strategic issues without formally altering the board's composition. Develop contingency plans to address critical gaps in decision-making or leadership challenges that might arise from internal conflicts or skill shortages. Maintain robust and transparent communication with membership about the challenges and measures in place regarding board composition and governance, ensuring continued support and understanding.

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Trustees' Annual report (Incorporating the Directors' Report)
Year ended 31 March 2024

Staff sickness results in inability to effectively run a service.

Reduce: Staff are encouraged to disclose any underlying health conditions during the onboarding process and managers discuss this with them during induction putting in measures to best support them. General culture of homeworking reduces transmission among staff. Stress audits are completed with any staff who site stress especially with relation to their role. WECIL has appropriate staff who could cover for short periods of absence if required. Staff are reminded not to attend work if they have a contagious illness and are sent home if it is deemed they are too unwell to be in work/risk spreading illness. Regular all-staff reminders of how to protect their health during seasonal illnesses.

Mitigate: If a prolonged period of absence WECIL will consider if agency/temporary staff are able to cover the role and if budget allows to. Good relationships built with funders to enable managers to communicate any staffing issues directly with them and potentially request extensions. Issue salaried staff with additional sessional contracts and cross-train so staff can step into other roles in emergency. Departmental Team Meetings ensure strong knowledge throughout departments of each project. We have Business Disruption Insurance.

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Trustees' Annual report (Incorporating the Directors' Report)
Year ended 31 March 2024

Critical business information is not available/accessible leading to inability to run services

Avoid: Inform all staff to not store data on laptops. WECIL does not use paper filing, all business critical data is digitally stored. WECIL's database system is cloud-based (stored in the UK) and backed up to WECIL's online server (stored in the UK). Create My Support Plan is cloud-based (stored in the UK) and backed up to WECIL's server. Our Life Our Way is cloud-based (stored in the UK) and backed up to our online server. WECIL's core file storage system is cloud-based utilising Microsoft SharePoint (stored in the UK) and backed-up to our online server. WECIL's accounting system is cloud-based utilising Sage Online and is backed-up to our online server. WECIL's server is cloud-based utilising Microsoft Azure (stored in the UK).

Reduce: Implement a disaster recovery plan that includes detailed steps for restoring data and systems from backups with minimal downtime. Train staff in emergency procedures and the use of backup systems to ensure a swift response in the event of system outages or catastrophic events. Establish secondary access points for critical systems to ensure that staff can access necessary information from multiple locations or devices during an emergency.

Mitigate: Implement a Data Protection Impact Assessment. Develop contingency plans for continuing service delivery in the event of temporary halts, such as using alternative data sources or manual processes as temporary measures. Communicate proactively with clients and stakeholders about any potential service disruptions and the steps being taken to restore full operations. Review and update business continuity plans regularly to incorporate lessons learned from any incidents and changes in technology or operational needs. We have business disruption insurance.

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Trustees' Annual report (Incorporating the Directors' Report)
Year ended 31 March 2024

Reserves policy

As part of the YE2025 budget setting process at the Trustee Board Meeting on 5th February 2024, the Trustees confirmed the ongoing Reserves Policy to hold a minimum of 30% of the previous year's expenditure (which in this year amounts to £657k) to meet costs in the event of unplanned closure (such as staff redundancy payments, leases, outstanding debts and three months' worth of running costs to ensure smooth transition for users of the services).

At the year end the group held reserves totalling £1,152,067 (2023 £1,111,723) of which £269,167 (2023 £338,728) were restricted and £882,900 (2023 £772,995) were unrestricted.

Our Unrestricted Free Reserves total £835,564. £657,600 of this is held as per our Reserves Policy. £140,000 is held in anticipation of relocation costs as the premises in which WECIL's offices are currently based are due for redevelopment. £33,034 of this has been allocated to underwrite a cost-of-living pay increase of 7% to all staff.

The Trustees are committed to ensuring the smooth transition of support to 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.

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Trustees' Annual report (Incorporating the Directors' Report)
Year ended 31 March 2024

Investment Policy

Trustees unanimously agreed to take a balanced approach to all small and large investments. There is an established bi-monthly monitoring and review process overseen by the Finance Subcommittee. Year end funds include £523,246 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

In the Financial year 2023/24 WECIL launched a 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.

These plans include

- Fully embedding the Navigator service across WECIL and integrating with the new Health and Social Care frameworks
- Developing a Transitions Service to provide appropriate pathways to adult services that match the needs of Disabled young people aged 16-25
- Provide a platform for local Disabled People to influence change on a local, regional and national level through our impactful Voice and Activism function
- 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

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Trustees' Annual report (Incorporating the Directors' Report)
Year ended 31 March 2024

- Maximising opportunities to make services available digitally as well as in person
- Supporting mainstream providers of children's services to be inclusive of Disabled children and young people
- Successfully implement a clearly defined brand marketing strategy for Disability.Inc.
- Create a strong network of engaged organisations using a recognisable set of accreditations which give Disabled people confidence in their inclusion
- Use the expertise of WECIL Social Enterprise Ltd to generate new unrestricted income for WECIL by developing our Payroll Bureau business beyond the charitable objectives of WECIL

Our work to fully embed the Navigator service across WECIL has been extremely successful in improving the quality and range of services available to Disabled people. As we enter the last year of National Lottery Community Fund funding for this service, we are prioritising work to generate core income for its continuation. We are including plans to resource a dedicated Children and Young People's Navigator to support a structured Transitions Service to provide appropriate pathways to adult services. The recruitment in 2024 of a new Navigator focussed specifically on working with Somali and other migrant Communities has opened opportunities to support wider adoption of self-directed support options among these previously underserved communities, building on several of the Strategy's strategic objectives.

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Trustees' Annual report (Incorporating the Directors' Report)
Year ended 31 March 2024

Building on the success of our Know Your Rights self-advocacy group for Disabled people who are neuro divergent or have learning differences, WECIL was successful in YE2024 in securing the contract to develop Bristol People's Voice. This user-led self-advocacy group is being supported by WECIL to form its own Disabled People's Organisation.

In support of promoting wider use of personal budgets across health and social care, as well as improving control and self-direction by Disabled people and reducing system costs for commissioners, WECIL is developing the Our Life Our Way digital platform. Additionally, WECIL is working with partners from across the BNSSG Integrated Care Partnership to broaden the use of our successful Create My Support Plan self-directed support planning platform into healthcare settings and services.

Adoption of Direct Payments by families of Disabled children and young people to access their choice of WECIL's Short Breaks support has increased rapidly. There remains further demand for this model and WECIL are actively seeking opportunities for ownership or long-term use of a building that will facilitate us in meeting this demand.

WECIL's work to support mainstream providers of children's services to be inclusive of Disabled children and young people has been very successful through our role in the Bristol Play & Youth Alliance. The work of this alliance to implement an influential strategy for the sector remains a key priority.

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Trustees' Annual report (Incorporating the Directors' Report)
Year ended 31 March 2024

The successful launch of the Disability.Inc. brand in the past financial year has helped us to grow the market of organisations seeking support with their inclusion of Disabled people. In the year ahead we will be focussing on the development of an organisational membership model to Disability.Inc. as well as developing the Inclusive Curious City programme in partnership with We the Curious.

This year we shall launch a commercial payroll bureau to provide a full suite of payroll services to local third sector organisations and Small to Medium sized Enterprises. This project will build on the expertise of our existing payroll bureau which provides expert support to Disabled people who employ their own support staff to create additional social enterprise income to protect WECIL against external financial changes.

WECIL are focussed on improving real-time monitoring and reporting of our social impact and to this end will be implementing a new impact-focussed CRM database in the year ahead.

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.

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Trustees' Annual report (Incorporating the Directors' Report)
Year ended 31 March 2024

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.

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.

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Trustees' Annual report (Incorporating the Directors' Report)
Year ended 31 March 2024

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.

Auditors

The Trustees have appointed Moore as WECIL's auditors for this year's accounts. Moore, 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

DocuSigned by:

F05F9227E36648F...

Ruth Pickersgill
30 September 2024

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 2024

Opinion

We have audited the financial statements of WECIL Ltd (the group and the parent charity) for the year ended 31 March 2024 which comprise the consolidated Statement of Financial Activities, the consolidated Statement of Financial Position, the charity Statement of Financial Position, the consolidated Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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 2024

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

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

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

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

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether 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 Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

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 2024

Matters on which we are required to report by exception

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

We have nothing to report in respect of the following matters where the Companies Act 2006 and the Charities Act 2011 requires us to report to you if, in our opinion:

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

Responsibilities of trustees

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

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

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 2024

Our responsibilities for the audit of the financial statements

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

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

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

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 2024

Our approach was as follows:

We obtained an understanding of the legal and regulatory requirements applicable to the company and considered that the most significant are the Companies Act 2006, UK Financial Reporting Standards and UK taxation legislation.

We obtained an understanding of how the company complies with these requirements by discussions with management and those charged with governance.

We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.

We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.


Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

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

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 2024

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 charity's Trustees, as a body, in accordance with Chapter 3 of Part 8 of the Charities Act 2011 and regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the charitable company's members and the charity's Trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company, the charitable company's members as a body, and its Trustees as a body, for our audit work, for this report, or for the opinions we have formed.

DocuSigned by:

B31639DE42EC4B5...

Simon Cunningham (Senior Statutory Auditor)
for and on behalf of Moore
Chartered Accountants and Statutory Auditor
30 Gay Street
Bath
BA1 2PA

Date: 02/10/2024

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 2024

		2024		2023	
		Unrestricted funds	Restricted funds	Total funds	Total funds
	Note	£	£	£	£
Income and endowments					
Donations and legacies	5	4,242	–	4,242	(41,702)
Charitable activities	6	839,500	1,136,546	1,976,046	1,307,929
Other trading activities	7	213,076	–	213,076	170,091
Investment income	8	5,927	–	5,927	3,841
Total income		1,062,745	1,136,546	2,199,291	1,440,159
Expenditure					
Expenditure on raising funds:					
Costs of other trading activities	9	187,658	–	187,658	130,967
Investment management costs	10	3,825	–	3,825	3,700
Expenditure on charitable activities					
	11,12	787,499	1,213,639	2,001,138	1,439,234
Total expenditure		978,982	1,213,639	2,192,621	1,573,901
Net gains/(losses) on investments	13	33,674	–	33,674	(11,194)
Net income/(expenditure)		117,437	(77,093)	40,344	(144,936)
Transfers between funds	18	(7,532)	7,532	–	–
Net movement in funds		109,905	(69,561)	40,344	(144,936)
Reconciliation of funds					
Total funds brought forward		772,995	338,728	1,111,723	1,256,659
Total funds carried forward		882,900	269,167	1,152,067	1,111,723

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 62 to 88 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 2024

	Note	2024 £	2023 £
Fixed assets			
Intangible assets	19a	25,564	29,720
Tangible fixed assets	20	2,250	–
Investments	21	523,246	490,587
		<u>551,060</u>	<u>520,307</u>
Current assets			
Debtors	22a	380,715	457,851
Cash at bank and in hand		710,098	516,862
		<u>1,090,813</u>	<u>974,713</u>
Creditors: amounts falling due within one year	23a	<u>489,806</u>	<u>383,297</u>
Net current assets		<u>601,007</u>	<u>591,416</u>
Total assets less current liabilities		<u>1,152,067</u>	<u>1,111,723</u>
Net assets		<u>1,152,067</u>	<u>1,111,723</u>
Funds of the charity			
Restricted funds		269,167	338,728
Unrestricted funds		882,900	772,995
Total charity funds	26	<u>1,152,067</u>	<u>1,111,723</u>

These financial statements were approved by the board of trustees and authorised for issue on 30 September 2024 and are signed on behalf of the board by:

DocuSigned by:

F05F9227E36648F...

Ruth Pickersgill
Director

Company registration number 03030167

The notes on pages 62 to 88 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 2024

	Note	2024 £	2023 £
Fixed assets			
Intangible assets	19b	5,034	6,293
Tangible fixed assets	20	2,250	–
Investments	21	523,246	490,587
		<u>530,530</u>	<u>496,880</u>
Current assets			
Debtors	22b	410,416	526,620
Cash at bank and in hand		680,774	433,903
		<u>1,091,190</u>	<u>960,523</u>
Creditors: amounts falling due within one year	23b	471,561	347,589
		<u>619,629</u>	<u>612,934</u>
Net current assets			
		<u>1,150,159</u>	<u>1,109,814</u>
Total assets less current liabilities			
		<u>1,150,159</u>	<u>1,109,814</u>
Net assets			
		<u>1,150,159</u>	<u>1,109,814</u>
Funds of the charity			
Restricted funds		269,167	338,728
Unrestricted funds		880,992	771,086
		<u>1,150,159</u>	<u>1,109,814</u>
Total charity funds	26	<u>1,150,159</u>	<u>1,109,814</u>

These financial statements were approved by the board of trustees and authorised for issue on 30 September 2024 and are signed on behalf of the board by:

DocuSigned by:

 F05F9227E36648F...

Ruth Pickersgill
 Director

Company registration number 03030167

The notes on pages 62 to 88 form part of these financial statements.

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Statement of Cash Flows
Year ended 31 March 2024

	2024	2023
	£	£
Cash flows from operating activities		
Net income/(expenditure)	40,344	(144,936)
<i>Adjustments for:</i>		
Depreciation of tangible fixed assets	750	598
Amortisation of intangible assets	4,156	2,897
Net (gains)/losses on investments	(33,674)	11,194
Other interest receivable and similar income	(5,927)	(3,841)
<i>Changes in:</i>		
Trade and other debtors	77,136	87,550
Trade and other creditors	106,509	115,091
Cash generated from operations	<u>189,294</u>	<u>68,553</u>
Interest received	5,927	3,841
Net cash from operating activities	<u><u>195,221</u></u>	<u><u>72,394</u></u>
Cash flows from investing activities		
Purchase of tangible assets	(3,000)	-
Purchases of other investments	(134,433)	(66,141)
Proceeds from sale of other investments	135,448	67,142
Net cash (used in)/from investing activities	<u><u>(1,985)</u></u>	<u><u>1,004</u></u>
Net increase in cash and cash equivalents	193,236	73,395
Cash and cash equivalents at beginning of year	516,862	443,467
Cash and cash equivalents at end of year	<u><u>710,098</u></u>	<u><u>516,862</u></u>

The notes on pages 62 to 88 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 2024

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 result in the Statement of Financial Activities for the year dealt with in the accounts of the charity alone was £40,344 (2023:£144,936).

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Notes to the Financial Statements
Year ended 31 March 2024

3. Accounting policies (*continued*)

Going concern

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. WECIL maintain strong relationships with grant funders which supports us in developing services outside of statutory provision.

The Trustees recognise the significant budget pressures on Local Authorities in provision of Adult Social Care and services to Disabled children and young people and WECIL are working in proactive partnership with our core Local Authorities to identify ways of reducing their spend through increasing personalisation and self-direction of support planning and looking for opportunities to reduce the use of commissioned care. This includes developing new digital platforms for personal budget management to support reducing system costs without reducing the financial support received by Disabled people.

We make particular note of Bristol City Council's implementation of a new Adult Social Care Single Framework, which aims to increase local provision of social care support against national prime contractor competition. We have had to budget for a reduction in this year's funding for the Out and About Consortium, through which we delivery Short Breaks for Bristol City Council, however we are in negotiation with the council over how this can be restored. We 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.

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Notes to the Financial Statements (*continued*)
Year ended 31 March 2024

3. Accounting policies (*continued*)

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.

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.

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Notes to the Financial Statements (*continued*)
Year ended 31 March 2024

3. Accounting policies (*continued*)

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.

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.

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Notes to the Financial Statements (*continued*)
Year ended 31 March 2024

3. Accounting policies (*continued*)

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.

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.

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2024

3. Accounting policies *(continued)*

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.

5. Donations and legacies

	Unrestricted Funds	Restricted Funds	Total Funds 2024
<i>Current year</i>	£	£	£
Donations	4,242	–	4,242
	<hr/>	<hr/>	<hr/>
	4,242	–	4,242
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Notes to the Financial Statements (*continued*)
Year ended 31 March 2024

5. Donations and legacies (*continued*)

	Unrestricted Funds	Restricted Funds	Total Funds 2023
<i>Prior year</i>	£	£	£
Donations	1,201	–	1,201
Grants			
Bristol City Council Complex Needs Provision	–	(64,403)	(64,403)
Other grants	21,500	–	21,500
	<u>22,701</u>	<u>(64,403)</u>	<u>(41,702)</u>
	<u><u>22,701</u></u>	<u><u>(64,403)</u></u>	<u><u>(41,702)</u></u>

The grant from Bristol City Council was received in the year to 31 March 2021 to be used for the acquisition or development of premises for the delivery of support to disabled children with complex needs. During the current year it was agreed that the project would not proceed and since the year end the grant has been repaid to Bristol City Council.

6. Charitable activities

	Unrestricted Funds	Restricted Funds	Total Funds 2024
<i>Current year</i>	£	£	£
Community	1,200	422,210	423,410
Disability Inc	147,206	26,656	173,862
Children and young people	62,227	657,761	719,988
Independent living payments support	627,263	29,919	657,182
Other	1,604	–	1,604
	<u>839,500</u>	<u>1,136,546</u>	<u>1,976,046</u>
	<u><u>839,500</u></u>	<u><u>1,136,546</u></u>	<u><u>1,976,046</u></u>

	Unrestricted Funds	Restricted Funds	Total Funds 2023
<i>Prior year</i>	£	£	£
Community	3,000	151,610	154,610
Disability Inc	130,430	15,588	146,018
Children and young people	23,347	482,445	505,792
Independent living payments support	462,148	30,015	492,163
Other	4,346	5,000	9,346
	<u>623,271</u>	<u>684,658</u>	<u>1,307,929</u>
	<u><u>623,271</u></u>	<u><u>684,658</u></u>	<u><u>1,307,929</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 2024

7. Other trading activities

	Unrestricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Total Funds 2023 £
Provision of payroll services by subsidiary company	213,076	213,076	170,091	170,091
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

8. Investment income

	Unrestricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Total Funds 2023 £
Bank interest receivable	5,927	5,927	3,841	3,841
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

9. Costs of other trading activities

	Unrestricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Total Funds 2023 £
Costs of provision of payroll services by subsidiary company	187,658	187,658	130,967	130,967
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

10. Investment management costs

	Unrestricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Total Funds 2023 £
Portfolio management	3,825	3,825	3,700	3,700
	<u> </u>	<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 2024

11. Expenditure on charitable activities by fund type

	Unrestricted Funds	Restricted Funds	Total Funds 2024
<i>Current year</i>	£	£	£
Community	26,847	426,487	453,334
Disability Inc.	131,175	23,044	154,219
Children and young people	17,787	606,419	624,206
Independent living payments support	250,354	25,634	275,988
Core operating costs	272,647	–	272,647
Support costs	88,689	132,055	220,744
	<u>787,499</u>	<u>1,213,639</u>	<u>2,001,138</u>
	<u><u>787,499</u></u>	<u><u>1,213,639</u></u>	<u><u>2,001,138</u></u>
	Unrestricted Funds	Restricted Funds	Total Funds 2023
<i>Prior year</i>	£	£	£
Community	29,053	214,828	243,881
Disability Inc.	96,462	15,907	112,369
Children and young people	15,602	414,849	430,451
Independent living payments support	263,609	26,502	290,111
Core operating costs	174,162	3,966	178,128
Support costs	105,985	78,309	184,294
	<u>684,873</u>	<u>754,361</u>	<u>1,439,234</u>
	<u><u>684,873</u></u>	<u><u>754,361</u></u>	<u><u>1,439,234</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 2024

12. Expenditure on charitable activities by activity type

	Staff costs	Direct costs	Indirect costs	Total funds 2024	Total funds 2023
	£	£	£	£	£
Community	247,068	206,266	56,097	509,431	280,606
Disability Inc.	147,418	6,801	28,399	182,618	131,331
Children and young people	418,224	205,982	68,245	692,451	472,847
Independent living payments support	255,360	20,628	42,003	317,991	337,661
Core operating costs	272,647	–	13,400	286,047	204,789
Governance costs	–	–	12,600	12,600	12,000
	<u>1,340,717</u>	<u>439,677</u>	<u>220,744</u>	<u>2,001,138</u>	<u>1,439,234</u>

13. Net gains/(losses) on investments

	Unrestricted Funds	Total Funds 2024	Unrestricted Funds	Total Funds 2023
	£	£	£	£
Gains/(losses) on listed investments	33,674	33,674	(11,194)	(11,194)
	<u>33,674</u>	<u>33,674</u>	<u>(11,194)</u>	<u>(11,194)</u>

14. Net income/(expenditure)

Net income/(expenditure) is stated after charging:

	2024	2023
	£	£
Amortisation of intangible assets	4,156	2,897
Depreciation of tangible fixed assets	750	598
Operating lease rentals	49,755	36,876
	<u>49,755</u>	<u>36,876</u>

15. Auditors remuneration

	2024	2023
	£	£
Fees payable for the audit of the financial statements	12,600	12,000
	<u>12,600</u>	<u>12,000</u>

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Notes to the Financial Statements (*continued*)
Year ended 31 March 2024

16. Staff costs

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

	2024	2023
	£	£
Wages and salaries	1,292,732	1,014,120
Social security costs	93,688	71,676
Employer contributions to pension plans	50,778	40,608
	<u>1,437,198</u>	<u>1,151,834</u>

The average head count of employees during the year was 78 (2023: 69). The average number of full-time equivalent employees during the year is analysed as follows:

	2024	2023
	No.	No.
Management	5	5
Other	38	33
	<u>43</u>	<u>38</u>

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

	2024	2023
	No.	No.
£60,000 to £69,999	1	1

The key management personnel of the charity comprise the Chief Executive Officer, the Head of Commercial & Social Enterprise, the Disability Inc Business Managers, the Head of Children and Young People's Services, the Head of Community Services, the Finance Manager, the Quality and Systems Manager and the Head of People and Development. Their combined employee benefits total £404,622 (2023 : £334,968).

17. Trustee remuneration and expenses

During the year three (2023 : two) trustees were reimbursed £300 of travel expenses (2023 : £298). The trustees did not receive any remuneration from the charity or the group during the year (2023 : nil).

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Notes to the Financial Statements (*continued*)
Year ended 31 March 2024

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 2023 and 31 March 2024	35,263
	<hr/>
Amortisation	
At 1 April 2023	5,543
Charge for the year	4,156
	<hr/>
At 31 March 2024	9,699
	<hr/>
Carrying amount	
At 31 March 2024	25,564
	<hr/>
At 31 March 2023	29,720
	<hr/>

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2024

19b. Intangible assets
The charity

	CRM database £
Cost	
At 1 April 2023 and 31 March 2024	6,293
	=====
Amortisation	
Charge for the year	1,259
	=====
At 31 March 2024	1,259
	=====
Carrying amount	
At 31 March 2024	5,034
	=====
At 31 March 2023	6,293
	=====

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Notes to the Financial Statements (*continued*)
Year ended 31 March 2024

20. Tangible fixed assets
The group and the charity

	Fixtures, fittings & equipment £	Computer equipment £	Total £
Cost			
At 1 April 2023	6,329	15,691	22,020
Additions	3,000	–	3,000
	<hr/>	<hr/>	<hr/>
At 31 March 2024	9,329	15,691	25,020
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
Depreciation			
At 1 April 2023	6,329	15,691	22,020
Charge for the year	750	–	750
	<hr/>	<hr/>	<hr/>
At 31 March 2024	7,079	15,691	22,770
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
Carrying amount			
At 31 March 2024	2,250	–	2,250
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
At 31 March 2023	–	–	–
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Notes to the Financial Statements (*continued*)
Year ended 31 March 2024

21. Investments

The group and the charity

	Cash or cash equivalents £	Listed investments £	Total £
Cost or valuation			
At 1 April 2023	15,326	475,261	490,587
Additions	-	134,433	134,433
Disposals	-	(139,013)	(139,013)
Fair value movements	-	33,674	33,674
Movement in cash account	3,565	-	3,565
	<hr/>	<hr/>	<hr/>
At 31 March 2024	18,891	504,355	523,246
	<hr/>	<hr/>	<hr/>
Impairment			
At 1 April 2023 and 31 March 2024			-
			<hr/>
Carrying amount			
At 31 March 2024	18,891	504,355	523,246
	<hr/>	<hr/>	<hr/>
At 31 March 2023	15,326	475,261	490,587
	<hr/>	<hr/>	<hr/>

All investments shown above are held at valuation.

The historical cost of investments at the year end was £410,557 (2023 - £410,557).

22a. Debtors

The group

	2024 £	2023 £
Trade debtors	177,134	174,210
Prepayments and accrued income	7,686	25,615
Grants receivable	136,913	236,068
Other debtors	58,982	21,958
	<hr/>	<hr/>
	380,715	457,851
	<hr/>	<hr/>

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Notes to the Financial Statements (*continued*)
Year ended 31 March 2024

22b. Debtors**The charity**

	2024	2023
	£	£
Trade debtors	173,240	153,173
Amounts owed by group undertakings	33,626	100,701
Prepayments and accrued income	7,655	14,720
Grants receivable	136,913	236,068
Other debtors	58,982	21,958
	<u>410,416</u>	<u>526,620</u>

23a. Creditors: amounts falling due within one year**The group**

	2024	2023
	£	£
Trade creditors	113,530	71,244
Deferred income	190,533	128,704
Social security and other taxes	41,496	27,598
Accruals	32,131	27,961
Other creditors	112,116	127,790
	<u>489,806</u>	<u>383,297</u>

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

	2024	2023
	£	£
Trade creditors	111,341	58,226
Deferred income	190,533	120,678
Social security and other taxes	31,105	18,268
Accruals	26,466	22,626
Other creditors	112,116	127,791
	<u>471,561</u>	<u>347,589</u>

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Notes to the Financial Statements (*continued*)
Year ended 31 March 2024

24a. Deferred income

The group

	2024	2023
	£	£
At 1 April 2023	128,704	138,490
Amount released to income	(78,704)	(84,490)
Amount deferred in year	140,533	74,704
	<hr/>	<hr/>
At 31 March 2024	190,533	128,704
	<hr/> <hr/>	<hr/> <hr/>

24b. Deferred income

The charity

	2024	2023
	£	£
At 1 April 2023	120,678	129,774
Amount released to income	(70,678)	(75,774)
Amount deferred in year	140,793	66,678
	<hr/>	<hr/>
At 31 March 2024	190,533	120,678
	<hr/> <hr/>	<hr/> <hr/>

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 £50,778 (2023: £40,608).

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 2024

26. Analysis of charitable funds

Unrestricted funds

The group

	At 1 Apr 2023	Income	Expenditure	Transfers	Gains and losses	At 31 Mar 2024
<i>Current year</i>	£	£	£	£	£	£
General funds	740,659	1,062,745	(978,982)	(22,532)	33,674	835,564
Holiday Short Breaks	-	-	-	15,000	-	15,000
Social Care Market Development	32,336	-	-	-	-	32,336
	<u>772,995</u>	<u>1,062,745</u>	<u>(978,982)</u>	<u>(7,532)</u>	<u>33,674</u>	<u>882,900</u>
	At 1 Apr 2022	Income	Expenditure	Transfers	Gains and losses	At 31 Mar 2023
<i>Prior year</i>	£	£	£	£	£	£
General funds	751,489	819,904	(819,540)	-	(11,194)	740,659
Social Care Market Development	32,336	-	-	-	-	32,336
	<u>783,825</u>	<u>819,904</u>	<u>(819,540)</u>	<u>-</u>	<u>(11,194)</u>	<u>772,995</u>

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Notes to the Financial Statements (*continued*)
Year ended 31 March 2024

26. Analysis of charitable funds (*continued*)

Unrestricted funds

The charity	At 1 Apr 2023	Income	Expenditure	Transfers	Gains and losses	At 31 Mar 2024
	£	£	£	£	£	£
<i>Current year</i>						
General funds	738,750	875,088	(791,324)	(22,532)	33,674	833,656
Holiday Short Breaks	-	-	-	15,000	-	15,000
Social Care Market Development	32,336	-	-	-	-	32,336
	<u>771,086</u>	<u>875,088</u>	<u>(791,324)</u>	<u>(7,532)</u>	<u>33,674</u>	<u>880,992</u>
	At 1 Apr 2022	Income	Expenditure	Transfers	Gains and losses	At 31 Mar 2023
	£	£	£	£	£	£
<i>Prior year</i>						
General funds	749,579	685,438	(685,073)	-	(11,194)	738,750
Social Care Market Development	32,336	-	-	-	-	32,336
	<u>781,915</u>	<u>685,438</u>	<u>(685,073)</u>	<u>-</u>	<u>(11,194)</u>	<u>771,086</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.

Holiday Short Breaks

In March 2024 an unrestricted grant of £15,000 was received by the Childrens and Young People department to utilise towards the cost of Holiday Short Breaks provision. This amount has, therefore, been set aside specifically to use for this purpose in the year to 31 March 2025.

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Notes to the Financial Statements (*continued*)
Year ended 31 March 2024

26. Analysis of charitable funds (*continued*)

Restricted funds

The group and the charity

	At 1 Apr 2023	Income	Expenditure	Transfers	At 31 Mar 2024
<i>Current year</i>	£	£	£	£	£
National Lottery Community Fund - RC South West Region	247,371	81,407	(173,245)	-	155,533
Bristol City Council	42,977	681,689	(644,287)	5,533	85,912
BANES Council	4,044	123,449	(125,741)	2,292	4,044
Somerset County Council	-	26,656	(26,068)	-	588
South Gloucestershire Council	16,313	182,587	(180,369)	-	18,531
Children in Need	16,193	20,355	(33,423)	-	3,125
Know Your Rights Self Advocacy	10,326	10,603	(20,706)	1,211	1,434
Listening West Partnership	-	9,800	(9,800)	-	-
Policing with confidence	1,504	-	-	(1,504)	-
	<u>338,728</u>	<u>1,136,546</u>	<u>(1,213,639)</u>	<u>7,532</u>	<u>269,167</u>

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Notes to the Financial Statements (*continued*)
Year ended 31 March 2024

26. Analysis of charitable funds (*continued*)

	At 1 Apr 2022	Income	Expenditure	Transfers	At 31 Mar 2023
	£	£	£	£	£
<i>Prior year</i>					
National Lottery					
Community Fund -					
RC South West					
Region	326,727	–	(79,356)	–	247,371
Bristol City Council	34,286	434,503	(425,812)	–	42,977
BANES Council	4,952	112,006	(112,914)	–	4,044
Skills for Care	2,571	–	(2,571)	–	–
South					
Gloucestershire					
Council	–	52,754	(36,441)	–	16,313
Children in Need	17,498	32,587	(33,892)	–	16,193
Travelling Light	–	2,509	(2,509)	–	–
Employment					
Services	6,579	–	(6,579)	–	–
Know Your Rights					
Self Advocacy	7,968	31,707	(29,349)	–	10,326
Erasmus	(764)	9,378	(8,614)	–	–
University of Bristol	–	–	–	–	–
Sports England	2,528	–	(2,528)	–	–
Bristol City Council					
Complex Needs					
Provision	64,403	(64,403)	–	–	–
UWE UX Design					
project	3,303	8,000	(11,303)	–	–
Policing with					
confidence	2,783	1,214	(2,493)	–	1,504
	<u>472,834</u>	<u>620,255</u>	<u>(754,361)</u>	<u>–</u>	<u>338,728</u>

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Notes to the Financial Statements (*continued*)
Year ended 31 March 2024

26. Analysis of charitable funds (*continued*)

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.

Somerset County Council

Somerset County Council has provided funding towards implementing a programme to make Somerset more accessible for disabled people.

South Gloucestershire Council

A 1:1 service for Disabled Children and Young People aged 5-18 either based within the family home or in the community where we offer support to participate in activities which interest them around their local community.

Children in Need

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

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Notes to the Financial Statements (*continued*)
Year ended 31 March 2024

26. Analysis of charitable funds (*continued*)

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.

Listening West Partnership

Strategic support for the Play and Youth sector to offer to develop the sector and to offer a more inclusive provision.

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.

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2024

27a. Analysis of net assets between funds

The group

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
<i>Current year</i>			
Intangible assets	20,530	5,034	25,564
Tangible fixed assets	2,250	–	2,250
Investments	523,246	–	523,246
Net current assets	336,874	264,133	601,007
	<hr/>	<hr/>	<hr/>
Net assets	882,900	269,167	1,152,067
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
<i>Prior year</i>			
Intangible assets	23,427	6,293	29,720
Tangible fixed assets	–	–	–
Investments	490,587	–	490,587
Net current assets	258,981	332,435	591,416
	<hr/>	<hr/>	<hr/>
Net assets	772,995	338,728	1,111,723
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Notes to the Financial Statements (*continued*)
Year ended 31 March 2024

27b. Analysis of net assets between funds

The charity

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
<i>Current year</i>			
Intangible assets	–	5,034	5,034
Tangible fixed assets	2,250	–	2,250
Investments	523,246	–	523,246
Net current assets	355,496	264,133	619,629
Net assets	880,992	269,167	1,150,159

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
<i>Prior year</i>			
Intangible assets	–	6,293	6,293
Investments	490,587	–	490,587
Net current assets	280,499	332,435	612,934
Net assets	771,086	338,728	1,109,814

28. Analysis of changes in net debt

	At 1 Apr 2023 £	Cash flows £	At 31 Mar 2024 £
Cash at bank and in hand	516,862	193,236	710,098

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Notes to the Financial Statements (*continued*)
Year ended 31 March 2024

29. 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

	2024	2023
	£	£
Turnover	213,076	180,591
Direct and administrative expenses	(203,571)	(168,786)
	—	—
Profit for the year	9,505	11,805
Distribution to parent charity	(9,505)	(11,805)
	—	—
Result for the year	-	-
	==	==

Balance sheet

	2024	2023
	£	£
Assets	53,779	138,314
Liabilities	(51,870)	(136,409)
	—	—
Net assets	1,909	1,909
	==	==

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2024

30. Operating lease commitments

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

	2024	2023
	£	£
Not later than 1 year	26,454	34,879
Later than 1 year and not later than 5 years	36,025	24,824
	<u>62,479</u>	<u>59,703</u>

31. Related parties

During the year one (2023 : two) trustee of the charity and one (2023 : two) director of WECIL Social Enterprise Limited purchased services from WECIL Limited and WECIL Social Enterprise Limited on an arm's length basis totalling £357 (2023 : £1,586) and £376 (2023 : £649) respectively.

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