

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 2025

WECIL Limited (West of England Centre for Inclusive Living)
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Accounts for the year ended 31 March 2025

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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
Karen Amegashitsi	Trustee - resigned 21 May 2025
Elise Hurcombe	Trustee
DeeAnne Klein	Trustee
Karl Stephenson	Trustee – appointed 10 December 2024
Frances Bathurst	Trustee
John Dolton	Trustee
Natasha Harrison	Trustee – resigned 10 December 2024

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Auditor	Sumer Auditco Limited Chartered Accountants & Statutory Auditor Lennox House 3 Pierrepont Street Bath BA1 1LB
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

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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

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Chair's Statement
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In 2025, we will be reflecting back on 30 years of WECIL's history, and I am proud to have been there at the beginning in another role and still able to be its Chair during this current period of growth and development. Our Chief Executive Officer has highlighted our key strategic achievements in his Report, so I will focus in this statement on areas that I personally feel most positive about, or want to develop further.

Governance

We are really lucky to have a Board who are diverse in background and experience, yet also have a wide range of professional and personal expertise. As a Disabled People's Organisation (one with at least 75% Disabled Trustees), we believe that Disabled people are the best people to determine strategic priorities, and to monitor the quality of what we do, but also recognise the high quality of the two non-disabled allies we have on our Board. I would like to thank all of the Trustees for their hard work and commitment this year.

I feel very supported by my Executive Team, Lindi Doy and Vicki Kaye as Co-Vice Chairs, 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 this year.

Vicki has also covered the Treasurer role for another year, bringing a scrutiny and rigour to the finances along with the Finance Subcommittee. We are really lucky to have a Chief Executive Officer with such a strong grasp of the finances, and WECIL's financial performance for the year ending March 2025 has been commendable in the current difficult climate. Having started the year with a deficit budget, we ended it with positive variances in both restricted and unrestricted income across departments. This shows that we have robust systems and effective cost management (see accounts). We have also managed to keep our reserves intact, to ensure that we have the funding for any contingency.

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This year, in partnership with the managers, we have been working to develop a new governance cycle, which is more in line with our business priorities. We will be clearer about roles, responsibilities and delegation, and the aim of each meeting. We have also decided to absorb the Quality Subcommittee into the main Board meetings, so that all Trustees can help to scrutinise and understand the key services.

From 'Service User Involvement' to Co-production

In the 2000 Annual Report I wrote that 'many organisations locally and nationally have been writing articles espousing the values of 'user involvement'. I believe this is often tokenistic, and involves individual Disabled people sitting on committees where they have no real power, and is being used as a smoke screen by statutory bodies. What we have at WECIL is not 'user involvement', but is control by Disabled people, and an organisation based on a true disability equality perspective, which is very different'.

25 years later the key words are different, and 'co-production' is the talk of the day, but little else has changed, and the power that Disabled people have to affect change is minimal. If you look at any key statutory body, (Councils, NHS, Parliament etc.), Disabled people in positions of power or part of serious decision making are still conspicuous by their absence.

Although our Board consists of a majority of Disabled people, this is still an area WECIL is working on. Last year we changed the way we worked to make sure we had representatives from key service areas on our Board of Trustees. This is not just to have 'lived expertise', but to ensure that people who use our services are truly involved in designing and managing them.

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In WECIL, the new Community Gatherings are successfully bringing together parts 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. However, to model real co-production within our own organisation, we need to find new ways to include Disabled members, staff and people who use services in our decision making structures.

Collective Voice: The Disabled People's Movement

I am really pleased that under our Chief Executive Officer Dominic's leadership, WECIL has become more involved and vocal in the national Disabled People's Movement challenging national policy, for example, recently campaign for changes to the Pathways to Work Green Paper. Locally, we have been proactive in bringing together Bristol's Disabled People's Organisations Network to try to collaborate with other DPO's on key issues that impact on our lives. There can only be positive outcomes if all organisations run and controlled by Disabled people work together to effect change.

Back to Basics and Modelling Best Practice

The Disabled People's Movement is changing in terms of who self identifies as being part of it. Historically, in the 1970s and 80s, the emphasis was on Independent Living, a concept which originated with a group of Disabled People (Union of Physically Impaired Against Segregation), who had been living in residential settings and wanted to move into the community. This meant the Movement tended to be dominated by people with physical and sensory impairments. With more of an emphasis now on 'inclusion', and a clearer definition of disability in the Equality Act 2010, more people who are neurodivergent, have mental health issues or learning difficulties are identifying under the Social Model and joining the Movement and using our services.

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As an organisation, we need to respond to changing access needs and always look at the way we work, to make sure we do not put any barriers in place. We started to talk about 'Back to Basics', meaning making meetings accessible by having key things in place as a matter of course, (like BSL interpreters and Personal Assistants, not using jargon, inaccessible screens and training methods etc.). However, we also need to look at how we can move forward to be more inclusive of groups whose differences and access needs are not so visible- but are just as significant.

Intersectionality and inclusive services

I am pleased WECIL has also started working more on ensuring our services reach a wider range of Disabled people. We were working with the Bristol Older People's Forum on Direct Payments, and People's Voice have collaborated on a number of community events aimed at people with learning difficulties. We also employed dedicated staff to reach out into communities that are less represented in our services and structures, like global majority or refugees and asylum seekers. It is really positive to see at events like the Community Gatherings, that due to this work, WECIL is now more likely to be the service of choice for Disabled people with a much wider range of backgrounds and cultures. What we have identified we need to be doing now as a priority, is to focus on anti- racist practice and challenging systemic racism.

Leadership

WECIL has a strong Leadership Team ably led by Dominic Ellison who has a clear strategic vision, and is taking WECIL forward with innovation and technological change. We were sad to lose our Head of Children and Young People's Services, Matt Justice, this year as he had taken the service from strength to strength and been a bold and charismatic leader. However, Kate Walker, who was Children and Young People's Manager, has been appointed into the role and is developing it further, continuing to grow and innovate.

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Our other senior leaders, Alex Johnston, Lucie Martin-Jones, and Maddy Wall continue to be a great asset to the organisation. We also welcomed Jenny Howells as Executive Assistant and Governance Coordinator, which is already making a huge difference to WECIL's efficiency and is definitely making my role as Chair so much easier.

Hopefully we can work over the next year to further develop our recruitment processes so that we diversify the workforce further and also take on and retain more Disabled people, so we are their employer of choice.

Our Future

This is my last year as Chair, and I feel I am able to leave WECIL in a strong financial situation, with a good reputation, a clear strategic direction and strong leadership- which is what any Chair wants!

At a time where Disabled people's quality of life is being attacked on all fronts due to lack of local and national Government funding, and a total lack of interest in disability equality by most people in power, WECIL is increasingly a life-line for so many. Last year I said 'Now is the chance for the new Government to work with us, and actually seek out, and listen to and hear our voices, and then prioritise our issues – watch this space...' I would end this year realising that we can't rely on politicians to champion our views, but I feel more optimistic that we have an increasingly strong voice as a Movement through which, along with our allies, we can influence change, and also knowing that WECIL is a crucial and integral part of that Movement.

Ruth Pickersgill MBE
Chair of Board of Trustees

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The Trustees

The Trustees, who are also Directors for the purposes of company law, present their report and the financial statements of the company for the year ended 31 March 2025. 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."

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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. 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. They have delegated the day to day running of the charity to its management team led by the Chief Executive Officer.

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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 developed their insight and scrutiny into the services provided by WECIL via a Quality Sub-Committee, which met regularly to review services from a disability equality perspective, and to develop co-production through gathering the views of the people who use the services. From Jan 2025, Board meetings have been extended to include this function.

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.

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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, WECIL has continued to grow in reach, impact and influence – supporting more Disabled people than ever before to take control of their lives, shape their communities, and influence the systems around them.

From new self-advocacy groups and record-breaking demand for our Navigator support to national recognition for our inclusion training and access audits, this year has underlined the impact of Disabled people leading the conversation. Whether it's helping a Disabled young person build confidence, supporting someone to access what they're entitled to, influencing the design of public space, or working with employers to build fairer workplaces – WECIL continues to demonstrate that inclusion works, for everyone.

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Chief Executive Summary *continued*

We are proud to have achieved all this against a backdrop that is increasingly challenging for Disabled people. The continued erosion of entitlements, the affordability crisis in social care, and delays in Access to Work are creating real and urgent struggles for individual Disabled people – struggles that are not isolated, but rooted in deeper systemic injustice. These injustices are being compounded by a worrying rise in anti-equality narratives, policies and practices. What began in the US as an attack on Equality, Diversity and Inclusion has found its way into the UK, with public bodies retreating from inclusion work and Disabled people increasingly scapegoated for wider social and economic failings. Perhaps most concerning is how socially acceptable it has become for people to publicly dismiss the value of inclusion – not only for Disabled people, but for a wide range of marginalised communities – with views that once remained on the fringes now expressed confidently in mainstream spaces.

That's why WECIL's role as a Disabled People's Organisation matters now more than ever. In a climate where Disabled people are being talked about but rarely listened to, Disabled People's Organisations like ours provide something different – not charity, but leadership. We are not just service providers; we are the legitimate voice of our community, rooted in lived experience and accountable to the people we serve. Our independence, our values, and our commitment to co-production give us a legitimacy and clarity that few others can offer.

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Chief Executive Summary *continued*

Disabled people continue to be excluded from decision-making, while organisations not led by Disabled people are too often funded to speak on our behalf. That is not equity – it is a Victorian style of marginalisation. Shockingly, over 90% of disability-related funding still goes to organisations not led by Disabled people. These organisations often shape their priorities and influence public policy without us, despite claiming to represent us – while Disabled People's Organisations like WECIL are forced to compete for scraps of funding to carry out work that is deeply embedded in justice, not charity.

The UN Convention on the Rights of Disabled People makes it clear: governments and institutions must actively involve Disabled people through our representative organisations. Anything less undermines our rights to self-representation, self-determination and justice.

At WECIL, we don't just speak for change – we build it. Whether through peer-led self-advocacy, supporting inclusive employment, or designing platforms that put power in the hands of Disabled people, we model what it means to lead by and for our community.

WECIL has delivered a solid financial performance over the year. We have continued our upward trend in income, reflecting both the strength of our offer and the trust placed in us by commissioners, funders and partners – and once again, we have outperformed budget forecasts. In an increasingly volatile funding landscape, this is a significant achievement. But stability today does not guarantee sustainability tomorrow. With traditional funding becoming more uncertain and restrictive, we must continue to diversify our income and invest in entrepreneurial approaches that align with our values.

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Chief Executive Summary *continued*

That's why we're proud to be launching Bees and Honey, our new social enterprise payroll service – turning operational expertise into social impact and financial resilience. We're also co-producing a new generation of digital tools that, first and foremost, meet real needs; secondly, drive systemic change; and thirdly, create opportunities to secure WECIL's future through licensing. We're developing technology that puts power in the hands of Disabled people – and builds a more sustainable future for the organisation itself.

As the commissioning landscape continues to shift, particularly in Adult Social Care, we are preparing for new models that place greater emphasis on competition, marketisation and performance management. This includes areas core to our work, such as Direct Payment Support. While we will continue to adapt and respond to these changes, our commitment remains unchanged: to deliver what matters most to Disabled people. Our challenge is to compete in this evolving environment without compromising our values – ensuring that user-led services remain visible, viable, and rooted in the lived experience of those they are meant to serve.

In all of this, WECIL remains exactly what we were founded to be: a community of Disabled people working together to remove barriers, realise rights and lead change. Thank you to everyone who has been part of our journey this year – our Trustees, staff, volunteers, partners and our members. You are WECIL.

Dominic Ellison
Chief Executive Officer

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Community Engagement and Support

The past year has seen WECIL's Community Team make significant progress across both our Navigators and Voice and Activism functions. We continue to stay committed to delivering inclusive, accessible and empowering services for Disabled people across Bristol and the West of England.

Reaching Communities Navigator Service

As our current funding cycle ended, we established that Reaching Communities funding has allowed WECIL to provide tailored, person-centred support to 2,475 Disabled people and their support networks – well exceeding the original target of 510 individuals per year. The Click and Chat Community, born from our pandemic response, became a key feature, addressing the persistent difficulties Disabled people face in navigating welfare, social care, and healthcare systems during the ongoing cost-of-living crisis.

We expanded our service offer to include another Benefits Advisor and a Community Connecting Navigator to reach Somali and migrant communities. These roles ensured greater equity and representation for communities traditionally marginalised in support services.

Our innovative use of digital tools – including our co-designed chatbot “Cecil from WECIL” and the “Create My Support Plan (CMSP)” platform – empowered users to self-direct their care planning. Since April 2024, 47 individuals created their own support plans using CMSP.

Overall, our Navigator team provided holistic support across benefits, independent living, and children and family services. We processed over 5,000 helpline calls annually and facilitated £293,977 in financial gains for service users. Client feedback was overwhelmingly positive: 97% reported better access to advice, 99% felt their access needs were met, and 94% felt in control of their support.

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We were delighted to successfully secure a further 3 years of funding to continue the fantastic work of the team through the Reaching Communities Lottery Fund. Over the next 3 years we will continue to focus on sustainability and the use of digital tools to empower and support our community.

Learning and Challenges

Our person-centred approach — while successful — highlighted resource challenges, especially as demand increased due to social care pressures and welfare reforms. Managing boundaries and ensuring staff wellbeing became essential learning points. Our proactive boundaries training and reflective team practices addressed these areas.

We also learned the value of peer-led skill development; Navigators trained each other in emerging areas like EHCP (Education, Health and Care Plans), ensuring service adaptability to changing community needs.

Partnership Working

We strengthened partnerships with over 70 organisations, including Hillfields Community Garden, Bristol Refugee Rights, and Bristol Somali Kitchen. Our Access Guide for Welcoming Spaces was widely adopted, raising our profile as a sector leader in inclusive practice.

Bristol Impact Fund: People's Voice Project (Bristol) and Learning Disability Development Funded - Know Your Rights (S Glos)

People's Voice and Know Your Rights Projects empower people with learning disabilities and/or neurodivergent people to lead and shape their own advocacy groups, highlight issues important to their community and take a lead on change. Six Disabled individuals were recruited as Project Workers to continue this self-advocacy journey, with two workers funded via the South Gloucestershire Learning Disabilities Partnership Board.

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The team continued to deliver “speak up” sessions, whilst also attending bespoke training with VOSCOUR to help them make an informed decision about what type of organisation they may become in the future. A major success was their campaign to extend the Diamond Bus Pass usability before 9am – an effort that gathered over 1200 signatures and which resulted in the WECA Mayor committing to changing the usable hours for the Diamond Bus pass positively impacting thousands of Disabled and elderly people across the Southwest region.

Feedback revealed tangible outcomes: 100% felt more connected with peers; 60% felt less lonely; 70% reported improved mental health; and 50% took on leadership roles. Team members also improved digital and teamwork skills, gained confidence, and aspired to more leadership and event-running opportunities.

Learning and Challenges

Co-production requires time, patience, and flexibility – especially with a team working part-time and with diverse needs. The 28-week Access to Work delays were a barrier, but the team’s resilience and adaptability helped them overcome this and build a supportive, motivated group.

Partnerships and Added Value

The project benefitted from collaborations with Mencap, SEND a Welcome, and Learning Disability England, as well as We the Curious, which involved the team in access audits. This work strengthened sector connections and expanded opportunities for representation and influence.

WECIL remains committed to elevating Disabled people’s voices, supporting independence, and influencing systemic change.

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Children and Young People's Services

Over the past year, the Children and Young People's Services department has continued to deliver impactful and transformative Short Breaks services for Disabled children, young people, and their families. We have built on our strong foundation and established a reputation for the work we do in all areas of our service. These services remain vital in providing parents and carers with much-needed breaks, while also promoting the development, independence, and well-being of the children and young people we support.

Through a diverse range of inclusive activities and initiatives, we continue to create supportive environments where children and young people can feel valued, grow in confidence, and reach their full potential. Our sustained focus on quality, accessibility, and positive outcomes underpins our commitment to meeting the needs of families and delivering meaningful, life-enhancing experiences.

Over the past year, we have delivered 809 sessions across Bristol, B&NES, and South Gloucestershire, offering a wide range of activities and support to meet the varied needs of Disabled children and young people. These sessions reflect our continued efforts to reach more families and ensure they have access to an inclusive, high-quality Short Breaks provision. In total, we provided 18,607 contact hours, highlighting our ongoing commitment to maintaining meaningful, consistent engagement with the children and young people who attend our services.

This year, we successfully retained the contracts for Bristol Short Breaks, continuing as the lead provider within the consortium that includes FACE and Khaas, delivering the Out and About Short Breaks offer.

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We also maintained our contract for the Holiday Short Breaks service for children and young people with complex, high needs – a service we have been delivering for over five years. We are pleased to provide continuity and consistency for families who rely on these vital services.

The demand for our South Gloucestershire Short Breaks service took on a name change to 'Community Breaks'. This was to determine what the service is and what it offers. The number of children and young people we are supporting in this service has increased from 8 to 23, demonstrating the demand for this service in South Gloucestershire. We have Befriending volunteers across Bristol and B&NES increasing our contact hours reach through paid and voluntary hours across our services.

Building on the success of the partnership model we developed in Frome Vale – delivering one youth and one play session in collaboration with Children's Scrapstore and Learning Partnership West (LPW) – we have continued to strengthen this approach over the past year. By working closely with these universal providers, we have supported the delivery of inclusive sessions that welcome both Disabled and non-Disabled children and young people. This has helped to break down barriers, promote understanding, and create more integrated, community-based provision.

As a result of the positive impact and strong engagement in Frome Vale, we have now extended this model to support the delivery of two additional play sessions each week in the Hillfields area. This expansion reflects our commitment to building inclusive spaces where all children and young people can participate, connect, and benefit from high-quality activities.

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WECIL Independent Living Payments Team

Outstanding Direct Payment Support

The Independent Living Payments Team finished the year strongly, with a 10% increase in our register compared to last year. This growth resulted in a surplus of over £100,000 on our bottom line.

We supported 913 Deaf and Disabled people to use their Direct Payments to live independently and on their own terms. While many drew their funding from local councils, we've seen an increase in clients funded by the NHS.

Our team's diversity has strengthened with the addition of Tony, Ella, and Lucy. Tony, originally from the US, joined us after completing a Master's in Black Humanities at the University of Bristol. We also welcomed Bronwyn, a Social Work Master's student on placement, who was instrumental in setting up our Direct Payment Support Steering Group. This group of WECIL service users meets every few months to help shape our services so they better meet the needs of the Deaf and Disabled community we serve.

We have faced significant challenges this year due to ongoing pressure on local council Adult Social Care budgets. There has been a notable increase in the amount Deaf and Disabled people are being asked to contribute toward their care. These contributions are often unaffordable, forcing many into debt and requiring extra support from our team. In the final three months of the year alone, we supported 20 individuals who were assessed as needing to contribute amounts they simply couldn't afford – many of whom are on low incomes or receiving benefits.

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We also contributed to the Bristol City Council Meeting Needs Group, a select committee led by Councillor Helen Holland. This group is exploring creative ways for the Council to meet increasing social care needs despite budget constraints. The final report will be submitted in April 2025.

Finally, the team continues to promote Direct Payments and raise awareness of their importance for independent living. One example of this is our ongoing involvement with the University of the West of England's Social Work degree course, where we deliver user-led sessions on Direct Payments and the Social Model of Disability.

WECIL Payroll Social Enterprise

Precision Payroll with Social Impact

WECIL Payroll Social Enterprise continued to support over 650 Disabled people who employ their own Personal Assistants (PAs), delivering precision payroll services that make a real difference. In fact, this year we processed over £10 million in PA wages.

We have observed a small contraction in our customer base, reflecting a trend toward employing self-employed PAs, where a payroll service isn't needed. Difficulties in PA recruitment have also influenced the change in customer profiles, with more people now employing fewer PAs – the average is currently 1.5 PAs per employer.

This year was a developmental milestone for our team. We reinvested funds into creating a new payroll service that extends beyond our core market. In 2025, we will launch the Bees and Honey Payroll Social Enterprise, offering services to socially conscious businesses, charities, and purpose-led organisations across the UK. Our goal: Make society more inclusive and accessible to Disabled people by increasing our income-generating capacity.

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Disability.Inc.

2024–25 has been another productive year for the Disability.Inc. team, with major progress across training, access, and consultancy services. We achieved a 36% increase in income, surpassing our ambitious target of 35%.

With our reputation growing regionally, we have built on our position as a trusted voice on access and inclusion. We welcomed five new members to WAIT (WECIL's Access and Inclusion Team), increasing representation of neurodivergent and d/Deaf professionals and widening the age range in our team.

Accessibility

The demand for accessibility support more than doubled this year, with the team completing 82 access audits, design reviews and consultancy sessions, compared to 66 the previous year.

This growth was supported by the addition of Kyrby Brown as Access Coordinator, enabling more strategic work from our managers and helping meet increased demand. WAIT members were instrumental in high-profile work with Bristol City Council on the City Centre Red Route and Broadmead and Public Realm Design Codes, and Glencoyne Square Development.

The Accessible Somerset project continued with a second-year extension with Somerset Council, and WAIT has supported and continues to support 40 community organisations through the Community Resilience Fund, helping improve access across varied settings including adventure playgrounds, community kitchens, mosques, and more.

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"Our women's centre in Bristol had the pleasure of hosting Disability.Inc's WAIT members for an accessibility audit. Their team, brimming with expertise and knowledge, offered valuable insights on how we can enhance our services for clients with accessibility needs. Their proficiency and extensive experience in the field establish them as a dependable resource for expert advice." Warwick Humphries - Facilities Manager

Training

We significantly exceeded our training targets, delivering 51 sessions, including:

- 12 Full Day CPD DET sessions
- 13 Half Day DET sessions
- 11 Neurodiversity workshops
- 15 topic-specific sessions like Access to Work and Reasonable Adjustments

We introduced 4 new Lived Experience Facilitators and a new sessional trainer, broadening the lived experience base across our training delivery team. Feedback was overwhelmingly positive, with 90% satisfaction rates and 46% of attendees rating training 100% satisfied. 80% of all training was repeat business, reinforcing the trust organisations place in our delivery.

"Thank you! I found the workshop really useful, informative and thought-provoking, and sometimes emotional. I also appreciated the location in person and meeting lots of great people" Training attendee

"Really thought provoking and definitely learned a lot which I can take with me throughout life and help me to create more informed decisions at work. Thank you!" Training attendee

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Consultancy and workASSURED

We provided workASSURED support to 46 individuals across UWE and Bath Spa and provided support on an ad-hoc basis for two referrals from the Watershed. Feedback showed that 93% of participants felt our recommendations made a difference to their working life.

Our Disability Confident consultancy support achieved 100% commitment from clients to take action on recruiting more Disabled staff and improving access for Disabled customers. We also supported seven organisations to progress in the Disability Confident scheme – including Spike Island and We The Curious moving up to Employer Status, and eXPD8 renewing their Leader status.

“My WECIL representative understood neurodivergency on a personal level, which helped the process immensely. I was understood rather than patronised (as has happened before), and felt comfortable explaining problems and struggles I may have otherwise felt embarrassed by. Despite the relaxed nature of my chat, it still felt professional and ended with useful adjustment suggestions and potential pathways.” – UWE Staff Member

Workforce Development & Inclusion

We continued our commitment to providing employment and progression opportunities to Disabled people:

- 9 WAIT members are now working as paid sessional staff
- 2 Lived Experience Facilitators are developing as trainers
- 2 sessional staff moved into paid employment elsewhere, including within WECIL and at the Barnwood Trust

We remain proud of our role in creating equitable, accessible workplaces and communities and are excited to continue this journey in 2025–26.

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Financial Review

The financial year ending March 2025 has been marked by strong performance and significant progress across key areas of delivery. Prior to the start of the financial year, WECIL's Trustees approved a budget with an unrestricted loss of £(192,911) based on forecast income and expenditure. The Trustees approved this deficit agreeing to utilise £108,124 from reserves to underwrite a 7% pay increase awarded to staff at the beginning of the year in response to inflationary pressures. The Trustees set this deficit budget with the expectation of securing additional income in-year through grants and contracts not yet confirmed at the time of budget setting. This expectation was met, with the group achieving a small unrestricted loss of £(24,380) without drawing from reserves, a positive variance of £276,655. The overall trading result was boosted by a £24.1k (4.6%) growth in WECIL's investment portfolio, which gives a total unrestricted loss of £247 for the year.

Comparing with the previous year, unrestricted income from charitable activities grew by £64k to £903k, driven largely by Independent Living Payments support. Though grant income fell year-on-year, this was expected due to multi-year grant cycles and the particularly high grant distribution to families in the prior year. Disability.Inc., achieved an increase of £45K of restricted project income. The balance of income between restricted and unrestricted has changed, with unrestricted income being 53% (2024 – 49%) of total income and restricted income being 47% (2024 – 51%) of total income.

In expenditure, direct operational costs were well managed. Apparent overspends in restricted staff salaries and Employer's National Insurance reflect additional funding and new project delivery, while temporary staff underspends were largely linked to South Gloucestershire Short Breaks not meeting KPIs but progressing well in partnership with the council as we continue to grow this new service.

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When compared to previous year, marketing, IT and office costs were higher, generally due to new projects, team growth, and strategic investments such as branding for a new Payroll social enterprise offering to launch in YE2026 and transitioning servers online. Computer and IT costs were also higher than last year reflecting the upgrade of the group's server.

Overhead expenditure was balanced, with an overall small positive variance of £2k (0.3%). Meanwhile, positive variances in activity and staff costs underscore the organisation's ability to adapt resources to new income streams and demands.

The net result of this increased income and well-managed expenditure was a year-end near break-even unrestricted result that not only exceeded expectations but also ensured that the £108,124 Trustees had prudently earmarked from reserves at the start of the year remained untouched. This outcome reflects both the success of the organisation's strategy to generate new income in-year and its disciplined approach to financial management, reinforcing WECIL's ability to invest in its future from a position of strength rather than dependence on reserves.

Overall, the year saw significant growth in earned income streams, consistent delivery on core contracts, and well-managed costs that have strengthened WECIL's financial base to support its mission going forward.

Restricted income accounted for 47% of total income in the year, with unrestricted income making up the remaining 53%. It is pleasing to see the increase in the percentage of unrestricted income with the previous year, where the split was 51% restricted and 49% unrestricted. On the expenditure side, restricted funds accounted for 48% of total spend and unrestricted for 52%, which compares to the prior year's ratio of 55% and 45% respectively.

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In total, 76% of WECIL's expenditure went on direct delivery (charitable activities), with only 24% spent on organisational overheads. This maintains the strong position reported last year and significantly outperforms the UK voluntary sector average of 69% of total spend on charitable activities (UK Civil Society Almanac 2024, NCVO). This is a key indicator of WECIL's effectiveness and value for money, demonstrating that the vast majority of our funding goes directly into supporting Disabled people and delivering tangible impact. Funders, commissioners, members and customers can be confident that their investment is being used efficiently and purposefully, with minimal loss to infrastructure costs. Within restricted budgets, 88% of spend was allocated to delivery and 12% to overheads; within unrestricted budgets, the ratio was 62% to 38%, reflecting the use of core income to support essential infrastructure and organisational capacity.

Staff costs accounted for 77% of overall expenditure reflecting the staffing-intensive nature of WECIL's delivery model and the 7% cost-of-living increase implemented during the year.

Activity costs accounted for 12% of overall spend – 20% of restricted expenditure and 3% of unrestricted. Office and premises costs represented 7% of total expenditure across the organisation, while other costs, including insurance, accountancy, audit, bank charges, and professional services, made up a further 8%.

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Departmental Performance

Children & Young People

The Children and Young People's department ended the year with a total income of £655k, exceeding the budget by £9.3k. The vast majority of this income and expenditure was restricted. The positive variance was primarily driven by increased utilisation of Direct Payments to attend Short Breaks sessions and the successful delivery of additional summer provision – a significant achievement that reflects the success of our Direct Payment model in meeting unmet family demand in a financially sustainable way.

Community Services

Community Services performed exceptionally well, ending the year with income of £283k, which was complimented by the utilisation of £155k of National Lottery Funding received in previous years that is to cover this period. Total income was £137k (52%) above budget. This was largely restricted income, with the overperformance due to an extension of the Know Your Rights project and a new short-term commission with Bristol City Council. All expenditure increases were in line with this increased project delivery. Staff vacancies and recruitment delays contributed to positive variances on salaries and temporary staffing lines. The team has demonstrated strong adaptability in absorbing new commissions while continuing to deliver core services.

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Disability.Inc.

Disability.Inc. recorded total income of £219k against a budget of £224k, showing a modest underperformance of £6k. Unrestricted income came in £41k below target, primarily due to lower-than-expected sales of Access Audits, Consultancy, and Training. However, this was offset by £35k of additional restricted project income. The team managed expenditure carefully, and thanks to the restricted income contributions and managed staffing costs, ended the year with a small positive bottom-line variance of £1.5k.

Independent Living Payments

The ILP department, including payroll, continued its strong performance, generating total income of £962K, which was £91k over budget. The service continues to perform well in a competitive market, with WECIL's offer proving attractive to both new customers and commissioners. The in-year surplus will be reinvested into the service to support continued improvement and maintain quality in delivery.

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Going Concern

We remain in a very strong position with fees paid directly by customers using services such as our Independent Living Payments Support making up approximately 42% of budgeted organisational income in our YE2026, a diversity of statutory contracts making up 32%, grants making up 19% and sales of specialist support such as Disability.Inc at 6%. 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 consider that there are no material uncertainties about the charity's ability to continue.

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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

In the 2024-2025 financial year WECIL completed a full review of its Pay Framework which includes our policy and our pay scales to ensure continued fairness in pay for our staff, particularly reducing bias which otherwise could disadvantage marginalised groups. This was further refined in the current financial year to reduce the number of bands and bring equity to the number of increments per band.

One of the aims of this review was to ensure a pay framework that is sustainable, affordable and will enable WECIL to be responsive to external changes in financial planning and performance.

The Board of Trustees agreed the revised pay framework which was implemented as of 1st April. This gave all staff a standard minimum pay increase, but the process of mapping people onto the new framework ensured an additional increase.

The framework continues to ensure that we pay higher than the Living Wage Foundation rate which ensures we can continue to be Living Wage employers going forwards.

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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 2025, we raised £1,683 in donations, a decrease of 60% on the previous year.

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 reviewed 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. In June 2025 the Trustees agreed to formally close the Quality Subcommittee, its role will be included into the bi-monthly full Trustee Meetings going forward. 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.

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According to the scoring system employed, at the end of 2024/25 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.

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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.

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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.

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Risk of hostile actors stealing sensitive data from WECIL and threatening ransom, leading to potential data breaches, financial losses, and reputational damage.

Avoid: Implement advanced cybersecurity measures including firewalls, intrusion detection systems, and encryption to protect sensitive data. Conduct regular security audits and penetration testing to identify and address vulnerabilities. Train all staff on cybersecurity best practices and phishing recognition to prevent inadvertent data breaches.

Reduce: Work with Sharp to establish a real-time data monitoring system to detect and respond to unauthorised access quickly. Limit access to sensitive data to only those employees who need it to perform their job duties. Maintain up-to-date backups of all critical data in secure, offsite locations to ensure data integrity and availability in the event of data manipulation or loss.

Mitigate: Develop an incident response plan to manage data breaches, including immediate isolation of affected systems, legal compliance, and stakeholder communication. Engage cybersecurity professionals to assist in rapid response and mitigation of data breaches. Prepare a communication strategy to manage public relations if sensitive data is compromised, focusing on transparency and steps taken to secure data and prevent future breaches.

Ensure adequate Cyber Insurance to cover these eventualities.

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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.

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Reserves policy

WECIL adopted a stand alone Reserves Policy on 28th October 2024 that sets out the rationale and framework for holding reserves in support of the organisation's financial sustainability and charitable objectives. The policy sets a minimum target for general reserves of 30% of the previous year's expenditure (which this year amounts to £670K). This level has been calculated to ensure that sufficient funds are available to cover all liabilities in the event of unplanned closure – including staff redundancy payments, leases, outstanding debts, and three months' worth of running costs to ensure a smooth transition for users of services. Reserves are monitored through monthly management accounts, reviewed by the Finance Subcommittee, and reported bi-monthly to the full Board of Trustees to ensure continued compliance with the policy and alignment with organisational priorities.

Unrestricted reserves held in excess of this figure at the year-end are in part to guarantee up to £75,000 from reserves to underwrite a projected deficit as of the point of budget setting and in expectation of relocation costs as the premises in which WECIL's offices are currently based are due for redevelopment. WECIL are considering all options for future premises including long-term lease, purchase or developing new premises.

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.

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At the year end the group held reserves totalling £1,079,002 (2024 £1,152,067) of which £211,349 (2024 £269,167) were restricted and £867,653 (2024 £882,900) were unrestricted, of which £812,409 is available for the group's operations.

Investment Policy

WECIL hold investment in stocks and shares to grow our reserves. There is an established bi-monthly monitoring and review process overseen by the Finance Subcommittee. Year end funds include £546K of funds held in a low-risk portfolio of shares managed by an investment company. Investments have sufficient flexibility to withdraw and add further funds should this be required in the future.

WECIL adopted a new Investment Policy on 28th October 2024. The policy sets out a commitment to ethical investment that balances financial return with social responsibility, ensuring investments align with the organisation's values and long-term sustainability goals. In line with the new Procurement Policy adopted on 22nd April 2024, WECIL is currently tendering for a new investment manager. The aim is to appoint a provider who can deliver strong returns through a socially responsible portfolio, while providing transparent reporting and alignment with WECIL's strategic priorities. The tender process is being conducted through an open and competitive procedure, as outlined in our published Invitation to Tender.

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Plans for Future Periods

Against a backdrop of ongoing pressures on statutory funding and uncertainty in the adult social care landscape, WECIL remains committed to strengthening its financial resilience through growth in commercial income and reserves. This strategic direction underpins WECIL's ability to invest in innovation, weather funding fluctuations, and continue delivering high-quality services led by and for Disabled people. Developing sustainable traded income streams is central to ensuring that WECIL can remain independent, mission-driven, and responsive to the evolving needs of the communities it serves.

In the financial year ending March 2026, WECIL will launch a new social enterprise, Bees & Honey (www.beesandhoney.org.uk), building on the organisation's strong track record of delivering payroll services for Disabled people who use personal budgets to manage their own care and support. The new venture will expand WECIL's offer to include payroll services for social enterprises, charities, and SMEs seeking a values-led provider that reinvests profits into social impact. This development is a key strategic priority identified in WECIL's Five Year Strategy and supports the organisation's ambition to grow its traded income, create employment opportunities for Disabled people, and offer ethical business services that champion inclusion and independence.

WECIL will also continue to invest in the growth of its social enterprise sub-brand, Disability.Inc., which plays a vital role in generating unrestricted income while directly advancing WECIL's charitable objectives. Disability.Inc. provides a range of inclusion-focused services to employers and organisations seeking to improve accessibility and equity for Disabled people. In the current financial year (YE2026), WECIL has launched a new Disability.Inc. Membership Scheme, offering businesses ongoing support and practical tools to improve access and inclusion.

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This growth reflects WECIL's strategic aim to build sustainable, values-led income streams that create impact both within and beyond the charity sector.

In parallel, WECIL will continue to invest in the development of digital tools that enhance service delivery, improve user experience, and build organisational capacity. Planned developments include the expansion of CECIL, WECIL's Easy Read AI chatbot; enhancements to Create My Support Plan, a digital platform for co-producing care and support plans; and the development of new tools such as the Personal Budget Digital Management Tool and the Care Compass recommendation engine. These innovations will be co-produced with Disabled people, Local Authorities, and the NHS, ensuring accessibility, transparency, and practical relevance. Importantly, all digital tools are designed to enhance—not replace—human support, giving Disabled people more choice and control while ensuring ethical use of AI and strict protection of personal data.

All developments follow WECIL's Ethical Business Model and Social Enterprise Growth Strategy. This includes licensing digital tools to Local Authorities and other Disabled People's Organisations (DPOs) through affordable, inclusive pricing structures. WECIL's approach ensures that growth does not displace smaller DPOs but strengthens the wider sector through ethical licensing. Profits generated will be invested firstly into provision of free services for Disabled people, and secondly into organisational resilience and future innovations. This creates a sustainable, mission-aligned model that supports WECIL's long-term independence, impact, and sector leadership.

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Trustees' Responsibilities Statement

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

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

In preparing these accounts, the Trustees are required to:

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

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

Disclosure of Information to Auditors

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

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

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

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Auditors

The Trustees have appointed Sumer Auditco Limited (which acquired WECIL's previous auditor, Moore South West) as WECIL's auditors for this year's accounts. Sumer Auditco Limited 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:

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

Date: 29th September 2025

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Independent Auditor's Report to the members of WECIL Limited (West Of England
Centre For Inclusive Living)
Year Ended 31 March 2025

Opinion

We have audited the financial statements of WECIL Ltd (the group and the parent charity) for the year ended 31 March 2025 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 2025 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, 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 2025

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 2025

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 2025

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 2025

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 2025

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.

Signed by:

FOA99E34870F421...

Simon Cunningham (Senior Statutory Auditor)
for and on behalf of Sumer Auditco Limited
Chartered Accountants and Statutory Auditor
Lennox House
3 Pierrepont Street
Bath
BA1 1LB

Date: 09/10/2025

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 2025

		2025		2024	
		Unrestricted	Restricted	Total funds	Total funds
	Note	funds	funds		
		£	£	£	£
Income and endowments					
Donations and legacies	5	7,122	5,000	12,122	4,242
Charitable activities	6	903,610	1,009,520	1,913,130	1,976,046
Other trading activities	7	207,638	–	207,638	213,076
Investment income	8	5,937	–	5,937	5,927
Total income		1,124,307	1,014,520	2,138,827	2,199,291
Expenditure					
Expenditure on raising funds:					
Costs of other trading activities	9	193,060	–	193,060	187,658
Investment management costs	10	4,355	–	4,355	3,825
Expenditure on charitable activities	11	951,272	1,087,338	2,038,610	2,001,138
Total expenditure		1,148,687	1,087,338	2,236,025	2,192,621
Net (expenditure)/income before movement on investments		(24,380)	(72,818)	(97,198)	6,670
Net gains on investments	13	24,133	–	24,133	33,674
Net (expenditure)/income		(247)	(72,818)	(73,065)	40,344
Transfers between funds	18	(15,000)	15,000	–	–
Net movement in funds		(15,247)	(57,818)	(73,065)	40,344
Reconciliation of funds					
Total funds brought forward		882,900	269,167	1,152,067	1,111,723
Total funds carried forward		867,653	211,349	1,079,002	1,152,067

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 56 to 82 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 2025

	Note	2025 £	2024 £
Fixed assets			
Intangible assets	19a	21,408	25,564
Tangible fixed assets	20	1,500	2,250
Investments	21	546,094	523,246
		<u>569,002</u>	<u>551,060</u>
Current assets			
Debtors	22a	262,474	380,715
Cash at bank and in hand		575,838	710,098
		<u>838,312</u>	<u>1,090,813</u>
Creditors: amounts falling due within one year	23a	328,312	489,806
Net current assets		<u>510,000</u>	<u>601,007</u>
Total assets less current liabilities		<u>1,079,002</u>	<u>1,152,067</u>
Net assets		<u>1,079,002</u>	<u>1,152,067</u>
Funds of the charity			
Restricted funds		211,349	269,167
Unrestricted funds		867,653	882,900
Total charity funds	26	<u>1,079,002</u>	<u>1,152,067</u>

These financial statements were approved by the board of trustees and authorised for issue on 29th September 2025, and are signed on behalf of the board by:

DocuSigned by:


Ruth Pickersgill
Director

Company registration number 03030167

The notes on pages 56 to 82 form part of these financial statements.

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Statement of Financial Position
31 March 2025

	Note	2025 £	2024 £
Fixed assets			
Intangible assets	19b	3,775	5,034
Tangible fixed assets	20	1,500	2,250
Investments	21	546,094	523,246
		<u>551,369</u>	<u>530,530</u>
Current assets			
Debtors	22b	274,870	410,416
Cash at bank and in hand		561,207	680,774
		<u>836,077</u>	<u>1,091,190</u>
Creditors: amounts falling due within one year	23b	310,352	471,561
		<u>525,725</u>	<u>619,629</u>
Net current assets		<u>1,077,094</u>	<u>1,150,159</u>
Total assets less current liabilities		<u>1,077,094</u>	<u>1,150,159</u>
Net assets		<u><u>1,077,094</u></u>	<u><u>1,150,159</u></u>
Funds of the charity			
Restricted funds		211,349	269,167
Unrestricted funds		865,745	880,992
		<u>1,077,094</u>	<u>1,150,159</u>
Total charity funds	26	<u><u>1,077,094</u></u>	<u><u>1,150,159</u></u>

These financial statements were approved by the board of trustees and authorised for issue on 29th September 2025 and are signed on behalf of the board by:

DocuSigned by:

 F05F9227E36648F...
 Ruth Pickersgill
 Director

Company registration number 03030167

The notes on pages 56 to 82 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 2025

	2025 £	2024 £
Cash flows from operating activities		
Net (expenditure)/income	(73,065)	40,344
<i>Adjustments for:</i>		
Depreciation of tangible fixed assets	750	750
Amortisation of intangible assets	4,156	4,156
Net gains on investments	(24,133)	(33,674)
Other interest receivable and similar income	(5,937)	(5,927)
<i>Changes in:</i>		
Trade and other debtors	118,241	77,136
Trade and other creditors	(161,494)	106,509
Cash generated from operations	(141,482)	189,294
Interest received	5,937	5,927
Net cash (used in)/from operating activities	(135,545)	195,221
Cash flows from investing activities		
Purchase of tangible assets	–	(3,000)
Purchases of other investments	(9,624)	(134,433)
Proceeds from sale of other investments	10,909	135,448
Net cash from investing activities	1,285	(1,985)
Net (decrease)/increase in cash and cash equivalents	(134,260)	193,236
Cash and cash equivalents at beginning of year	710,098	516,862
Cash and cash equivalents at end of year	575,838	710,098

The notes on pages 56 to 82 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 2025

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 a deficit of £73,065 (2024: surplus £40,344).

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Notes to the Financial Statements (*continued*)
Year ended 31 March 2025

3. Accounting policies (*continued*)

Going concern

The group remains in a very strong position with fees paid directly by customers using services such as our Independent Living Payments Support making up approximately 42% of budgeted organisational income in our YE2026, a diversity of statutory contracts making up 32%, grants making up 19% and sales of specialist support such as Disability.Inc at 6%. 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. The Trustees consider that there are no material uncertainties about the charity's ability to continue and it is appropriate to prepare the accounts on a going concern basis. In arriving at this conclusion, the Trustees have considered a period of at least 12 months from the date of approval of the accounts.

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 2025

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 2025

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 2025

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 2025

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.

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2025

5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
<i>Current year</i>			
Donations			
Donations	1,683	–	1,683
Grants			
Other grants	5,439	5,000	10,439
	<u>7,122</u>	<u>5,000</u>	<u>12,122</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
<i>Prior year</i>			
Donations			
Donations	4,242	–	4,242
	<u>4,242</u>	<u>–</u>	<u>4,242</u>

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Notes to the Financial Statements (*continued*)
Year ended 31 March 2025

6. Charitable activities

	Unrestricted Funds	Restricted Funds	Total Funds 2025
	£	£	£
<i>Current year</i>			
Community	2,938	280,033	282,971
Disability Inc	148,225	71,337	219,562
Children and young people	54,100	601,198	655,298
Independent living payments support	698,347	56,952	755,299
	<u>903,610</u>	<u>1,009,520</u>	<u>1,913,130</u>

	Unrestricted Funds	Restricted Funds	Total Funds 2024
	£	£	£
<i>Prior 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>

7. Other trading activities

	Unrestricted Funds	Total Funds 2025	Unrestricted Funds	Total Funds 2024
	£	£	£	£
Provision of payroll services by subsidiary company	207,638	207,638	213,076	213,076
	<u>207,638</u>	<u>207,638</u>	<u>213,076</u>	<u>213,076</u>

8. Investment income

	Unrestricted Funds	Total Funds 2025	Unrestricted Funds	Total Funds 2024
	£	£	£	£
Bank interest receivable	5,937	5,937	5,927	5,927
	<u>5,937</u>	<u>5,937</u>	<u>5,927</u>	<u>5,927</u>

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Notes to the Financial Statements (*continued*)
Year ended 31 March 2025

9. Costs of other trading activities

	Unrestricted Funds £	Total Funds 2025 £	Unrestricted Funds £	Total Funds 2024 £
Costs of provision of payroll services by subsidiary company	193,060	193,060	187,658	187,658

10. Investment management costs

	Unrestricted Funds £	Total Funds 2025 £	Unrestricted Funds £	Total Funds 2024 £
Portfolio management	4,355	4,355	3,825	3,825

11. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
<i>Current year</i>			
Community	54,502	343,053	397,555
Disability Inc.	148,769	31,170	179,939
Children and young people	34,424	485,519	519,943
Independent living payments support	312,155	47,033	359,188
Core salary costs	300,761	–	300,761
Support costs	100,661	180,563	281,224
	951,272	1,087,338	2,038,610

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Notes to the Financial Statements (*continued*)
Year ended 31 March 2025

11. Expenditure on charitable activities by fund type (*continued*)

	Unrestricted Funds	Restricted Funds	Total Funds 2024
<i>Prior 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 salary costs	286,657	–	286,657
Support costs	74,679	132,055	206,734
	<u>787,499</u>	<u>1,213,639</u>	<u>2,001,138</u>

12. Analysis of support costs

	2025 £	2024 £
Staff costs	32,762	22,770
Premises	37,380	30,573
General office	37,785	33,520
Other	51,687	39,886
Computer and IT	50,224	29,769
Legal and professional	24,206	28,298
Marketing and promotions, including web design	34,180	9,318
Governance costs	13,000	12,600
	<u>281,224</u>	<u>206,734</u>

13. Net gains on investments

	Unrestricted Funds £	Total Funds 2025 £	Unrestricted Funds £	Total Funds 2024 £
Gains on listed investments	24,133	24,133	33,674	33,674

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Notes to the Financial Statements (*continued*)
Year ended 31 March 2025

14. Net (expenditure)/income

Net (expenditure)/income is stated after charging:

	2025	2024
	£	£
Amortisation of intangible assets	4,156	4,156
Depreciation of tangible fixed assets	750	750
	<u>750</u>	<u>750</u>

15. Auditors remuneration

	2025	2024
	£	£
Fees payable for the audit of the financial statements	13,000	12,600
	<u>13,000</u>	<u>12,600</u>

16. Staff costs

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

	2025	2024
	£	£
Wages and salaries	1,535,125	1,292,732
Social security costs	118,877	93,688
Employer contributions to pension plans	61,596	50,778
	<u>1,715,598</u>	<u>1,437,198</u>

The average head count of employees during the year was 94 (2024: 78). The average number of full-time equivalent employees during the year is analysed as follows:

	2025	2024
	No.	No.
Management	5	5
Other	45	38
	<u>50</u>	<u>43</u>

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2025

16. Staff costs *(continued)*

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

	2025	2024
	No.	No.
£60,000 to £69,999	1	1
	<u>1</u>	<u>1</u>

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 and the Head of People and Development. Their combined employee benefits total £433,435 (2024 : £404,622).

17. Trustee remuneration and expenses

During the year two (2024 : three) trustees were reimbursed £207 of travel expenses (2024 : £300). The trustees did not receive any remuneration from the charity or the group during the year (2024 : nil).

18. Transfers between funds

The fund transfer of £15,000 is a transfer of unrestricted income held in a designated fund at 31 March 2024 and which was utilised in the current year to meet expenditure incurred in a restricted project.

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Notes to the Financial Statements (*continued*)
Year ended 31 March 2025

19a. Intangible assets

The group

	CRM database £
Cost	
At 1 April 2024 and 31 March 2025	35,263
	<u> </u>
Amortisation	
At 1 April 2024	9,699
Charge for the year	4,156
	<u> </u>
At 31 March 2025	13,855
	<u> </u>
Carrying amount	
At 31 March 2025	21,408
	<u> </u>
At 31 March 2024	25,564
	<u> </u>

19b. Intangible assets

The charity

	CRM database £
Cost	
At 1 April 2024 and 31 March 2025	6,293
	<u> </u>
Amortisation	
At 1 April 2024	1,259
Charge for the year	1,259
	<u> </u>
At 31 March 2025	2,518
	<u> </u>
Carrying amount	
At 31 March 2025	3,775
	<u> </u>
At 31 March 2024	5,034
	<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 2025

20. Tangible fixed assets

The group and the charity

	Fixtures, fittings & equipment £	Computer equipment £	Total £
Cost			
At 1 April 2024	9,329	15,691	25,020
Disposals	–	(10,795)	(10,795)
	<hr/>	<hr/>	<hr/>
At 31 March 2025	9,329	4,896	14,225
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
Depreciation			
At 1 April 2024	7,079	15,691	22,770
Charge for the year	750	–	750
Disposals	–	(10,795)	(10,795)
	<hr/>	<hr/>	<hr/>
At 31 March 2025	7,829	4,896	12,725
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
Carrying amount			
At 31 March 2025	1,500	–	1,500
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
At 31 March 2024	2,250	–	2,250
	<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 2025

21. Investments

The group and the charity

	Cash or cash equivalents £	Listed investments £	Total £
Cost or valuation			
At 1 April 2024	18,891	504,355	523,246
Additions	-	9,624	9,624
Disposals	-	(71,905)	(71,905)
Fair value movements	-	24,133	24,133
Movement in cash account	60,996	-	60,996
	<hr/>	<hr/>	<hr/>
At 31 March 2025	79,887	466,207	546,094
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
Impairment			
At 1 April 2024 and 31 March 2025			-
			<hr/> <hr/>
Carrying amount			
At 31 March 2025	79,887	466,207	546,094
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
At 31 March 2024	18,891	504,355	523,246
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

All investments shown above are held at valuation.

The historical cost of investments at the year end was £410,557 (2024 - £410,557).

22a. Debtors

The group

	2025 £	2024 £
Trade debtors	150,639	177,134
Prepayments and accrued income	5,214	7,686
Grants receivable	-	136,913
Other debtors	106,621	58,982
	<hr/>	<hr/>
	262,474	380,715
	<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 2025

22b. Debtors**The charity**

	2025	2024
	£	£
Trade debtors	147,655	173,240
Amounts owed by group undertakings	15,380	33,626
Prepayments and accrued income	5,214	7,655
Grants receivable	–	136,913
Other debtors	106,621	58,982
	<u>274,870</u>	<u>410,416</u>

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

	2025	2024
	£	£
Trade creditors	45,281	113,530
Deferred income	79,568	190,533
Social security and other taxes	42,489	41,496
Accruals	34,293	32,131
Other creditors	126,681	112,116
	<u>328,312</u>	<u>489,806</u>

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

	2025	2024
	£	£
Trade creditors	41,827	111,341
Deferred income	79,568	190,533
Social security and other taxes	33,616	31,105
Accruals	28,660	26,466
Other creditors	126,681	112,116
	<u>310,352</u>	<u>471,561</u>

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Notes to the Financial Statements (*continued*)
Year ended 31 March 2025

24. Deferred income

The group and the charity

	2025	2024
	£	£
At 1 April 2024	190,533	128,704
Amount released to income	(140,965)	(78,704)
Amount deferred in year	30,000	140,533
	<hr/>	<hr/>
At 31 March 2025	79,568	190,533
	<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 £61,596 (2024: £50,778).

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 2025

26. Analysis of charitable funds

Unrestricted funds

The group

	At 1 Apr 2024	Income	Expenditure	Transfers	Gains	At 31 Mar 2025
	£	£	£	£	£	£
<i>Current year</i>						
General funds	835,564	1,124,307	(1,148,687)	–	24,133	835,317
Holiday Short Breaks	15,000	–	–	(15,000)	–	–
Social Care Market Development	32,336	–	–	–	–	32,336
	<u>882,900</u>	<u>1,124,307</u>	<u>(1,148,687)</u>	<u>(15,000)</u>	<u>24,133</u>	<u>867,653</u>
	At 1 Apr 2023	Income	Expenditure	Transfers	Gains	At 31 Mar 2024
	£	£	£	£	£	£
<i>Prior 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>

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Notes to the Financial Statements (*continued*)
Year ended 31 March 2025

26. Analysis of charitable funds

The charity

Unrestricted funds

	At 1 Apr 2024	Income	Expenditure	Transfers	Gains	At 31 Mar 2025
	£	£	£	£	£	£
<i>Current year</i>						
General funds	833,656	931,247	(955,627)	-	24,133	833,409
Holiday Short Breaks	15,000	-	-	(15,000)	-	-
Social Care Market Development	32,336	-	-	-	-	32,336
	<u>880,992</u>	<u>931,247</u>	<u>(955,627)</u>	<u>(15,000)</u>	<u>24,133</u>	<u>865,745</u>
	At 1 Apr 2023	Income	Expenditure	Transfers	Gains	At 31 Mar 2024
	£	£	£	£	£	£
<i>Prior 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>

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 their 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 2025

26. Analysis of charitable funds (*continued*)

The group and the charity

Restricted funds

	At 1 Apr 2024	Income	Expenditure	Transfers	At 31 Mar 2025
<i>Current year</i>	£	£	£	£	£
National Lottery Community Fund - RC South West Region	155,533	-	(155,533)	-	-
Bristol City Council	85,912	621,291	(612,079)	16,329	111,453
BANES Council	4,044	112,388	(116,432)	-	-
Somerset County Council	588	14,566	(15,154)	-	-
South Gloucestershire Council	18,531	186,958	(116,973)	-	88,516
Children in Need	3,125	2,716	(4,512)	(1,329)	-
Arts Council England	-	20,173	(13,791)	-	6,382
The Three Guineas Trust	-	19,988	(19,988)	-	-
Know Your Rights Self Advocacy	1,434	9,407	(10,841)	-	-
Skills for Care	-	27,033	(22,035)	-	4,998
	<u>269,167</u>	<u>1,014,520</u>	<u>(1,087,338)</u>	<u>15,000</u>	<u>211,349</u>

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Notes to the Financial Statements (*continued*)
Year ended 31 March 2025

26. Analysis of charitable funds (*continued*)

The group and the charity

Restricted funds

	At 1 Apr 2023	Income	Expenditure	Transfers	At 31 Mar 2024
<i>Prior 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
Skills for Care	-	-	-	-	-
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 2025

26. Analysis of charitable funds (*continued*)
The group and the charity

Restricted funds

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.

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Notes to the Financial Statements (*continued*)
Year ended 31 March 2025

26. Analysis of charitable funds (*continued*)

The group and the charity

Restricted funds

Children in Need

Inclusive young peoples' youth group, offering activity sessions to disabled and non-disabled young people. Funds remaining at the closure of the project amounted to £1,329 and following agreement from Children in Need were utilised in a project providing similar services and to the same cohort of young people and which was funded by Bristol City Council.

Skills for Care

This grant is specifically for User Led Organisations to provide learning and skills development for Personal Assistants and those people who employ them.

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.

Arts Council England

To provide ongoing advice, consultancy support and accessibility audits to the overall Culture West Programme and its partners.

The Three Guineas Trust

The grant is to fund extra hours for a Personal Independence Payment Navigator to provide disabled people with access to legal advice from form filling through to appeals.

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2025

27. Analysis of net assets between funds

The group

	Unrestricted Funds	Restricted Funds	Total Funds 2025
	£	£	£
<i>Current year</i>			
Intangible assets	17,633	3,775	21,408
Tangible fixed assets	1,500	–	1,500
Investments	546,094	–	546,094
Net current assets	302,426	207,574	510,000
	<hr/>	<hr/>	<hr/>
Net assets	867,653	211,349	1,079,002
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
	Unrestricted Funds	Restricted Funds	Total Funds 2024
	£	£	£
<i>Prior 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/>

WECIL Limited (West of England Centre for Inclusive Living)
Company Limited by Guarantee
Notes to the Financial Statements (*continued*)
Year ended 31 March 2025

27. Analysis of net assets between funds

The charity

	Unrestricted Funds	Restricted Funds	Total Funds 2025
	£	£	£
<i>Current year</i>			
Intangible assets	-	3,775	3,775
Tangible fixed assets	1,500	-	1,500
Investments	546,094	-	546,094
Net current assets	318,151	207,574	525,725
	<hr/>	<hr/>	<hr/>
Net assets	865,745	211,349	1,077,094
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

	Unrestricted Funds	Restricted Funds	Total Funds 2024
	£	£	£
<i>Prior 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
	<hr/>	<hr/>	<hr/>
Net assets	880,992	269,167	1,150,159
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

28. Analysis of changes in net debt

	At 1 Apr 2024	Cash flows	At 31 Mar 2025
	£	£	£
Cash at bank and in hand	710,098	(134,260)	575,838
	<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 2025

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

	2025	2024
	£	£
Turnover	207,638	213,076
Direct and administrative expenses	(207,060)	(203,571)
	—	—
Profit for the year	578	9,505
Distribution to parent charity	(578)	(9,505)
	—	—
Result for the year	-	-
	==	==

Balance sheet

	2025	2024
	£	£
Assets	35,248	53,779
Liabilities	(33,339)	(51,870)
	—	—
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 2025

30. Operating lease commitments

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

	2025	2024
	£	£
Not later than 1 year	39,016	26,454
Later than 1 year and not later than 5 years	30,404	36,025
	<u>69,420</u>	<u>62,479</u>
	<u><u>69,420</u></u>	<u><u>62,479</u></u>

31. Related parties

During the year one (2024:one) trustee of the charity and one (2024:one) director of WECIL Social Enterprise Limited purchased services from WECIL Limited and WECIL Social Enterprise Limited on an arm's length basis totalling £445 (2024 : £357) and £400 (2024 : £376) respectively.

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