BIBIC

England & Wales · Charity number 1057635

Details

Status	Registered
Legal form	Charitable company
Company number	03217418
Registered	1996-08-16
Register	View on the Charity Commission register

Contact

Address	Bibic Old Kelways Somerton Road Langport TA10 9SJ
Phone	01458253344
Email	info@bibic.org.uk
Website	www.bibic.org.uk

Activities

Objects: 1. TO REDUCE NEED AND HARDSHIP AMONG CHILDREN AND ADULTS WITH LEARNING DIFFICULTIES AND/OR PHYSICAL DISABILITIES.2. TO PROVIDE SUPPORT AND ASSISTANCE TO FAMILIES OF CHILDREN AND ADULTS WITH LEARNING DIFFICULTIES AND/OR PHYSICAL DISABILITIES.

Activities: Delivery of therapies and support to improve the day-to-day lives of children with brain injuries and/or developmental difficulties. Also to provide training to professionals and parents.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, Disability
- **Who:** Children/young People

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Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£652,711	£711,042	£255,067	12
2024-03-31	£769,295	£805,027	£313,398	23
2023-03-31	£646,998	£733,398	£349,130	19
2022-03-31	£555,321	£619,716	£435,530	15
2021-03-31	£619,413	£419,485	£499,925	12

Trustees

Name	Role	Appointed
Caroline Jameson	Chair	2023-01-30
Angharad Hughes		2023-01-30
Hugh Gregory		2022-09-26
Jason Whyte		2023-01-30
Luke Voulgarakis		2025-03-24
Sarah Esler		2025-09-29
Victoria Emma Phillips		2025-06-16

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BIBIC

England & Wales - Charity number 1057635

Accounts

Annual report and financial statements

For the year ended 31 March 2025



Contents

Welcome 1

Trustees Report 3

Financial statements 36

Independent examiner's report 37

Statement of financial activities 38

Balance sheet 39

Cash flow statement 41

Notes to the cash flow statement 42

Notes to the financial statements 43

Structure, governance and management 56

Reference and administration 62

Welcome

From The Chair of Trustees

A Year of Progress, Compassion, and Commitment

It is my privilege to introduce our Annual Report for April 2024 to March 2025. This has been a year of both meaningful progress and considerable challenge across the wider charity landscape, and I am proud of how bibic has responded with compassion, resilience, and unwavering commitment to the children, young adults, and families we exist to support.

At the heart of bibic is a belief that every child and young adult deserves the chance to thrive. This year, we directly supported 525 children and young adults, with 97% of families telling us we helped them better understand their child's needs. More than ever, we have seen the impact of our personalised, holistic approach - not only on the children and young adults we work with, but on their families, schools, and wider support networks. For many families who come to bibic, they arrive having tried everything and feeling unseen. To be understood, listened to, and given meaningful strategies can be life-changing. The stories and outcomes shared throughout this report reflect that reality deeply and powerfully.

One of our most significant achievements this year has been reducing the waiting time for our assessments from 68 weeks to just 12. This is an extraordinary shift, driven by the dedication and innovation of our Therapy Team and colleagues across the organisation. It means families are receiving help sooner, at a time when early intervention can make a profound difference.

This year, we have also introduced our bibic Youth Ambassadors - a vital step in expanding our reach and ensuring the voices of young people are actively shaping our work. Their involvement is already helping us develop content and conversations that resonate more meaningfully with younger audiences. They are helping us meet families where they are - not just geographically, but emotionally, culturally, and generationally.

We have continued to expand our digital offer too, including the launch of our podcast, The SENsational Life with bibic, which is enabling us to support families well beyond the confines of geography. These moments of connection - listening on the school run, late in the evening, or after a difficult day - are reducing isolation and strengthening understanding at scale.

Like many charities, we continue to face economic pressures. Fundraising remains challenging, particularly in a climate where grants are increasingly competitive and feedback when unsuccessful is often limited. I would like to extend my sincere thanks to our Fundraising and Marketing team, who work tirelessly - often behind the scenes - to build relationships, craft applications, and tell our story with sensitivity and conviction. Their perseverance is critical to ensuring our services remain accessible to all who need them.

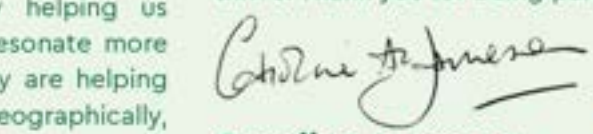
Thanks to supporters across the country - individuals, organisations, volunteers, corporate partners, trusts and foundations - we have been able to maintain our fee waiver fund so that no family is turned away due to cost. This support underpins everything we do.

Our strategic priorities remain focused: reaching more families, growing sustainable income streams, and making the very best use of our resources. We are committed to strengthening partnerships, building awareness beyond the South West, and continuing to develop services that evolve with need - including our new adult programmes launching in the coming year.

As we look ahead, the need for our services has never been greater, yet the fundraising environment remains uncertain. Every donation, no matter the size, helps us maintain vital services like our fee waiver fund and ensures we can continue reducing waiting times for families in crisis. Your ongoing support - whether through regular giving, one-off donations, or by championing our work in your communities - makes an immediate and lasting difference to families who have nowhere else to turn.

Finally, I want to express my sincere thanks to our dedicated staff, volunteers, supporters, trustees, and, most of all, to the families who trust us and share their stories. Your honesty, courage, and partnership continue to guide and inspire our work.

Together, we are making sure that every child and young adult is seen, understood, and empowered to thrive. Thank you for being part of that journey.



Caroline Jameson,
Chair of Trustees



Family Forward







Octavia is an adopted child, who joined us aged just 13 months. People often assume that because a child has been placed so young, that they won't remember anything and therefore should grow up relatively unaffected. Sadly, it just wasn't as simple as that for Octavia. As she started to grow and develop in her newly safe, healthy and loving surroundings, it became increasingly clear that she was different to other children. In so many unique and wonderful ways, but also in some concerning ways, that ultimately led us to bibic. And thank goodness they did!

Since the age of 3, it became apparent that she displayed traits of neurodivergence. These became heightened during covid, when schooling was disrupted and we'd also welcomed a newborn baby into our home. Things further exacerbated when I suffered an accident, rendering me incapacitated for many months. Octavia simply couldn't cope, and neither could we. We started seeing some of the more extreme behaviours of attachment trauma, sensory processing and ADHD traits. She was struggling both at home and at school, but sadly her school weren't able to meet her needs and it was agreed that we should move her to a better equipped school, further triggering her attachment issues.

Through a client of mine, we were recommended bibic, and immediately reached out. We were met with warmness and understanding, and while we had to wait a little while for the full assessment, we already felt we were in safe hands and knew that somebody was on our side.

The assessment was mind blowing! The thoroughness, quality time spent with us, and practical take-aways were exactly what we needed. Far greater than our expectations. We then followed up with the JIAS therapy, which was an absolute game changer.

Octavia, by her nature, is a kind-hearted, loving and thoughtful little character. But these beautiful qualities had been over shadowed for so long by her challenging behaviour, inability to form healthy relationships and complete dysregulation. After just a few months of the JIAS therapy, we'd started to see our little girl return to her true nature. We're about 18 months on now, and she's an absolute delight. She regulates her emotions, she's got a good group of friends, her attitude towards learning is better, as well as her ability to learn, and, most importantly, she's no longer living in 'fight or flight' mode all the time.

When we presented her report to the school, they were amazed at the detail and qualitative data assessed, far more thorough than what they were used to seeing by mainstream providers. They'd heard of the JIAS therapy and were supportive, and have been completely blown away by her progress during her course of treatment, and are now experiencing a totally different child to the one who first joined them in 2022.

Octavia has exceeded all of our expectations, and meeting with bibic has completely changed the trajectory of her life. We now have coping mechanisms, strategies and a deep understanding of how her mind works and her behaviours. She now has a greater understanding of herself too, as well as her own set of tools to self-regulate and calm her nervous system. We finally have our little girl back. Her kindness, her love, and her genuinely happy smile. Thank you bibic. Truly life changing.

by Luke Voulgarakis



Our Purpose

Why we exist

We offer holistic therapy to children and young adults with neurological, behavioural, and developmental challenges, enabling them to understand themselves and the world around them. We champion their perspective, helping others to see it too. Together we transform families' lives so they can thrive.

Children and young adults with disabilities and additional needs are often unsupported and excluded from society because there is a lack of understanding about their needs and how they can be met.

At bibic, we passionately believe that everyone deserves to thrive, contribute in their community and live happy lives. Increasingly we see children and young adults with less understood, hidden health or behavioural needs as well as those with profound disabilities or special educational needs. With or without a diagnosis, we're here to help them overcome their challenges.

Our holistic assessments and therapies are both bespoke to each child or young adult and as individual as they are. We support the whole family, not just the child or young adult we are working with.

Families can find themselves in crisis. We stand by their side to help them understand their child's needs, empowering them with strategies to support their daily life and long-term development.

Public benefit statement

The Trustees confirm that they have paid due regard to the Charity Commission's general guidance on public benefit under the Charities Act 2011.

In particular, they consider how planned activities will contribute to the aims and objectives of the charity and are satisfied that all activities continue to be related to its purpose as set out in the governing document.

The charity exists to benefit children and young adults with a wide range of additional needs and disabilities and their families. Our public benefit is best understood through the words of the families themselves and we have shared as many as possible with you within this report.

Holistic



Transformative



Nurturing



Progressive



What we do

bibic is the UK's sole organisation offering such a personalised and comprehensive therapy approach. We assess the individual as a whole, crafting a tailored therapy plan that addresses the unique needs of each child or young adult. This plan combines sensory, cognitive, behavioural, emotional, developmental, and physical exercises, along with practical strategies for home, school, and everyday life. Children and young adults with disabilities and additional needs often face multiple diagnoses or overlapping challenges, requiring specialised and thorough therapy. Our "whole person" approach ensures more effective and lasting positive outcomes.

This core service represents 52% of the work we do.

bibic's detailed report helps families access further support from the NHS, local authorities, nursery, school, or college and through other organisations. Every assessment package costs around £2,790.73. The family is asked to contribute £950 and bibic fundraises the remaining £1,840.73.

54% of the children and young adults we support have no diagnosis.

We have a special fund to help cover the £950 contribution for families with a low income, keeping true to our founding vision of never turning away a child or young adult who needs our support. Thanks to the support of several donors, including Irwin Mitchell LLP, Disa's Fund and Somerset Community Foundation, this year our fee-waiver fund helped twenty-five families access crucial support.

Our core service:

Two day assessment, bespoke therapy programme and support package

Day one: Our Therapists collaborate closely with the child or young adult, conducting a variety of tests, screeners, exercises, and observations. By listening attentively to the entire family's concerns, they gain a comprehensive understanding of the challenges and needs involved. From this insight, they develop a customised developmental therapy programme tailored to address the specific needs of the child or young adult.



Day two: On the second day, we equip parents and carers to take on the role of therapist by thoroughly explaining the therapy plan, providing training, and offering ongoing support to help them implement it at home.



Keyworking: We maintain close communication over an agreed period, offering ongoing support through regular scheduled calls whenever needed. At the six-month mark, we conduct a formal progress evaluation and continuously introduce new therapies and strategies to align with their ongoing development.

After six months, we invite families back for a reassessment and additional support if needed. Our post-service support sessions and tailored consultations offer families greater flexibility. Many families continue to receive our support for years, ensuring long-term care for children and young adults.

bibic strategic priorities

2023 - 2028

Mission Statement

We offer holistic therapy to children and young adults with neurological, behavioural, and developmental challenges, enabling them to understand themselves and the world around them. We champion their perspective, helping others to see it too. Together we transform families' lives so they can thrive.

About bibic

bibic is a small national charity making a big difference. Since 1972, we have evolved into a national charity supporting not only those with brain injuries but a wide range of disabilities, developmental conditions and learning difficulties, ranging from autism, ADHD & cerebral palsy to global developmental delay, Down's syndrome, sensory processing difficulties and many more.



We deliver assessments and bespoke developmental therapy to children and young adults. We see them with or without a diagnosis. We also training to parents and professionals. bibic passionately believes that every child and young adult deserves to live a fulfilling life and to thrive

Who we exist for

Individuals from 6 months upwards with neurological, behavioural, and developmental challenges.

Our values

We have values that encompass everything we do at bibic.

Progressive

We offer support with or without diagnosis. We find the answers families are searching for and explain them in terms that everyone can understand, no question is too silly. Always learning and always improving.

Transformative

We recommended small changes which are achievable and make big differences. We explore all areas of the individual's development in order to unpick the foundation causes of their challenges and provide strategies to thrive.

Nurturing

It's what we do best. We know that the individual and their families can experience intense stress, isolation and exhaustion. We stand by their side to help them understand the specific needs, empowering them with strategies to support daily life and long-term development. Care shines here.

Holistic

A blend of sensory, cognitive, emotional, developmental and physical exercises that support the individual's specific needs. We go 360 and are for the whole family.

Strategic pillars and objectives



Pillar 1

Expand bibic's reach to more families

Review and implement efficiencies in the delivery of bibic therapy.

Continue to deliver clear and bespoke offers to families.

Continue to improve impact measurement building on Impact Report recommendations.

Expand and enhance digital offer to increase income generation through therapy.

Develop and implement bibic's EDIB* vision across the whole organisation.



*Equity, Diversity, Inclusion & Belonging

Pillar 2

Grow sustainable income streams

Adhere to the Fundraising Strategy and action plans as per each financial year.

Prioritise diverse fundraising income streams and build sustainable income.

Implement the new Communications Strategy and Marketing Plan.

Restructure the organisation to ensure that fundraising streams are targeted correctly with the right skill set.

Recruit a bibic Ambassador to promote bibic externally.



Pillar 3

Maximise value of all resources

Continue to develop leadership and senior expertise.

Review and implement opportunities to develop partnerships with other likeminded organisations.



Our services

We also have a range of other services that families can access at varying prices ensuring our services are accessible to all. These services can be standalone or combined to offer bespoke packages that still align to our values. These services are usually delivered digitally but can also be delivered face to face, aside from dyslexia, Irlen and Johansen which can only be delivered in person.

School Liaison

bibic Therapists often liaise directly with professionals at nursery, school or college about an individual child or young adult. This may include joining families for meetings with teachers or attending Educational Health and Care Plan and multidisciplinary meetings. We also visit schools to carry out our full assessment for a child within the classroom setting if that is where they are experiencing significant difficulties. We can also assess whole class groups to support teachers in managing and supporting the whole group's sensory needs. This crucial support helps families access more support for their child and helps teaching staff to better understand the child's needs so they can enable them to thrive and reach their potential.

Irlen Syndrome Screening

This service specifically investigates visual processing. Visual processing can impact on reading, writing, attention and concentration, headaches, light sensitivity and many more. It can affect people of all ages and can change and shift over time. The assessment consists of looking at different images and observing the varying amounts of discomfort they can cause. From this specific-coloured overlays will then be given which can have a huge impact on a person's ability to complete certain tasks. Irlen can be delivered alongside other services to gain a better more holistic picture of an individual as well.

Johansen Individualised Auditory Stimulation (JIAS)

This six-to-eighteen-month programme involves listening to specifically composed synthesised music that is proven to stimulate the neural pathways of the brain that deal with language and auditory information. Many individuals see improvements in noise sensitivity, expressive language, processing speed, word finding skills as well as memory, listening, concentration, language comprehension and self-esteem.

Split Assessment

A split assessment can be an alternative to the 2-day bibic assessment. This is achieved by booking two standalone assessments. Initially, in most cases, a digital assessment which is approximately 3 hours and then an in person, 1 day assessment.The digital assessment can include one or two of the following: ADHD and related needs, autism and related needs, sensory processing and related needs or wellbeing and related needs.

The 1-day assessment can cover areas such as underlying ability, language, working memory, processing and visual perception, however, the Therapist will choose the appropriate assessments and tests at their discretion and based on their professional judgement after the history element of the assessment.

Some families find that splitting the assessment is more manageable. This is a result of feedback from all the complete tests and the corresponding recommendations being spread out over two appointments. Families are provided with a designated period of bibic key working, determined based on their assessment.

The family services team have implemented split assessments to decrease waiting times for families. By utilising shorter assessments, which only require half a day, we can accommodate more appointments. Additionally, we have increased availability for full-day assessments as they are less time-intensive. This approach allows us to optimise our scheduling. As a result, parents can receive support more swiftly, culminating in a total of nine months of key working. The information provided regarding their child and support strategies is delivered in two parts, making it easier for parents to understand and effectively process the information.

Training seminars and webinars

These sessions bring together both parents/ carers and professionals, covering topics such as managing challenging behaviour including ADHD, sensory processing, developing independence, working memory and processing, dyslexia, dyspraxia and dysgraphia, social and emotional development, language development, visual processing, typical child development and autism. They help increase understanding of the needs of children and young adults with disabilities and additional needs and how best to meet them. We also provide bespoke training for other organisations such as schools, voluntary organisations, and prisons.



Additional Support

Parents, or a young adult themselves, can book regular or ad hoc telephone or video consultations with a therapist to discuss specific issues in-depth and support their ongoing development. Our post-diagnosis support sessions provide specific strategies for children and young adults who have been given a diagnosis. Our Support and Advice Line (SAL) provides immediate telephone, text and email support for parents, carers and teachers, or a young adult themselves. Whether it is for advice with day-to-day concerns, handling behaviours and meltdowns, questions about our therapies or signposting other support, we are here when they need us. Our post-service support sessions deliver a flexible service for families that have completed their six months of key working support after a full assessment, but who do not need a re-assessment and a further key working period.

This year we have continued to deliver interactive, live online Q&A sessions to provide regular and free access to Therapist support. In February 2025 we launched our podcast, The SENSational Life with bibic. The Podcast will replace our Q&A sessions to provide support for families on our waiting list or those who are currently working with a therapist at a time that best suits their family's needs. The Podcast gives us a platform to significantly increase our reach, accessibility, and impact with more families across the UK.

> *"The bibic Therapists were so sensitive to our needs, particularly our child's. The assessment process was informed and validating. We feel more prepared for the next steps on the journey of life ahead of us."*





> *"We feel completely seen and heard for the first time. The Therapists are fantastic and the focus on practical strategies and tools give us knowledge and confidence to better support the children."*

Who we support

bibic supports children and young adults (aged 6 months to 25 years) with a vast range of disabilities and additional needs. In 2024/25 this included over 50 different diagnoses or suspected diagnoses, including but not limited to acquired brain injury, autism, attention deficit disorder, attention deficit hyperactivity disorder (ADHD), global developmental delay, cerebral palsy, Down's syndrome, sensory processing difficulties, dyslexia, and dyscalculia.

Their needs are often complex, with symptoms or difficulties overlapping. Some have profound and multiple neurological disabilities and others have difficulties that severely impact their daily lives. We increasingly see children and young adults with less understood, hidden difficulties such as behavioural, sensory, developmental, communication or mental health difficulties caused by unmanaged conditions.

> *"A big thank you, an emotional 2 days where my child could be completely free with no judgement. Claire and Mia were fantastic and thoroughly listened to everything we both had to say."*

525 children and young adults
845 parents and carers
520 siblings

Note: Our previous Annual Report's figures included only children and young adults who received their first service within the year. We recognised that this does not accurately reflect our impact. The figures above now include those who are still receiving key working support after their first assessment in the previous period.

60% of the children and young adults we support come to us without a diagnosis

Many parents cannot get their concerns heard and come to us desperate for help for their children and young adults. They describe intense family stress including stress to siblings, exhaustion, social isolation, and parental separation. Our holistic approach aims to support the whole family, not just the child or young adult. The wellbeing of the whole family is at the heart of our approach.

During each year we not only support the families who come to us for one of our services, but also families we have already worked with who are still receiving key working support after an assessment during the previous year. This year we have directly helped a total of 1890 people.

525

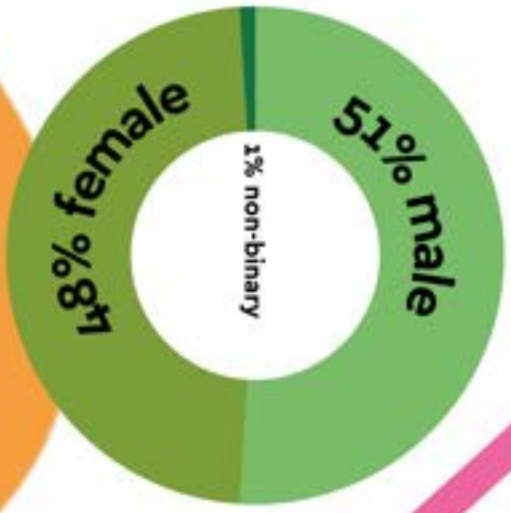
Children and young adults were supported within our assessments in 2024 - 2025

Girls tend to present in wider ranging/subtle ways, particularly for autism. They tend to mask behaviours and have better social integration skills. Early intervention is vital, and we work with healthcare and education professionals to help improve early identification.

> *"Amazing knowledge and insight from Chelsey, a very validating experience for us. We feel equipped to make positive changes to our child's environment."*

> From start to finish, the whole experience was a really positive one. Elsie enjoyed the experience and came away feeling proud of her strengths and achievements. As parents, we were impressed with Claire's knowledge, professionalism and easy going manner. We felt validated as well as coming away with a better understanding of Elsie as well as plenty of ideas to try.

We support children and young adults across the UK



The average age we support is 10 years old. Most children we support are aged 6 to 14 years old

90%

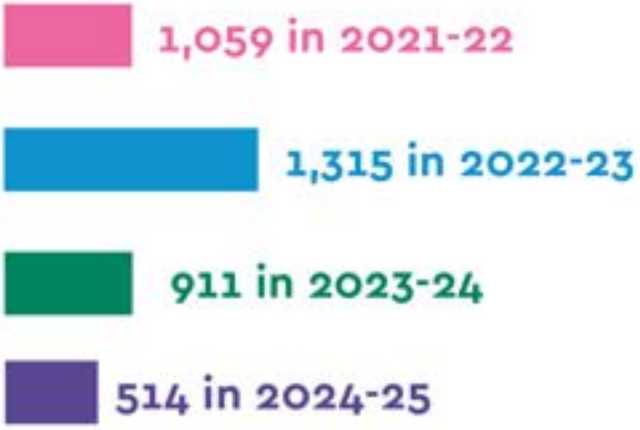
live within the South West near our National Therapy Centre in Somerset and we see clusters in areas of deprivation and urban areas.

> Lovely location, outstanding facilities and equipment, professional and friendly attention from our therapist and everyone we met. Excellent assessment experience and feedback. We felt heard, understood and comforted about our journey and particular needs/ situation.

Activities delivered this year

This year saw enquiries continue to stabilise, with 514 families reaching out for support. Following a surge in enquiries during the Covid-19 pandemic and associated lockdowns, the number of families contacting us has now returned to a more consistent level, similar to pre-pandemic trends (404 enquiries in 2019–2020). Thanks to the hard work and innovation of our team, our waiting time has been reduced significantly (from 68 weeks down to just 12) the lowest it has been since the pandemic. While we have successfully stabilised both our waiting times and enquiry levels, our strategic focus remains on growing sustainable income to ensure we can continue supporting families at the current rate.

Enquiries received



Our two day assessment, therapeutic and ongoing support programme represents around 52% of what we do.

We delivered **525** assessments and other services

275 of these were our two day assessments

a **2%** increase on the previous year

10 children and young adults had a re-assessment and a further six months of key working support after their initial two day assessment, therapy and support.

64 children and young adults benefitted from the powerful intervention provided by Johansen Individualised Auditory Stimulation.

25

25 children and young adults benefitted from Irlen Syndrome Screeners.

151

children and young adults were helped through our other services. These include our one-day assessments, screeners, consultations, post-service and post-diagnosis sessions, as well as our shorter assessments focused on wellbeing, behaviour, early years development and sensory needs.

1222

people participated in bibic training sessions. 684 of these attended our workplace training sessions.

Our Therapy team spoke with 57 families through our free Support and Advice Line.



> "Natalie was great at "getting" my daughter. My daughter said it was very friendly, comfortable and welcoming."

How we make a difference

The families, children, and young adults we support face a wide range of challenges, each one as unique as their circumstances. Through our tailored therapeutic interventions, we make a meaningful impact, delivering life-changing outcomes* such as:

- A reduction in mental health challenges linked to neurodiversity, including anxiety, depression, obsessive behaviours, hyperactivity, self-harm, aggression, and suicidal thoughts.
- Enhanced self-esteem, confidence, self-awareness, and independence, empowering individuals to thrive.
- Decreased incidents of school exclusion and refusal, with many successfully reintegrating into educational settings.
- Improved cognitive abilities, comprehension, and communication, leading to better engagement in learning environments.
- Greater concentration, academic performance, and active participation in school.
- Significant progress in gross and fine motor skills, alongside improved coordination, and movement.
- Advancements in speech and language capabilities.
- Better management of functional behaviours like sleep, eating, and toileting.
- An increased ability to form and maintain social relationships.
- Enhanced community involvement and collaborative group work.
- Strengthened family bonds and cohesion.
- Improved chances of receiving accurate diagnoses through our comprehensive assessments.
- Easier access to essential support services from local authorities, the NHS, nurseries, schools, colleges, and universities, facilitated by our expert liaison.

*Data collected from family and individual feedback using our Goal Based Outcomes and surveys.

Our Theory of Change, implemented in late 2022, ensures that the goals set at the start of each therapy plan are directly linked to measurable, positive outcomes, including:

- A deeper understanding of specific needs.
- Improved mental well-being.
- Greater independence and life skills.
- Increased engagement with education.
- Fewer instances of challenging behaviour.
- Reduced family stress.

Each of these achievements allows families, children, and young people with neurodiversity and additional needs to play an integral role in society, live fulfilling lives, and reach their full potential. Over the past 50 years, our Therapists have empowered more than 22,000 children, young adults, and their families, helping them transform challenges into opportunities for growth and success.

How we measure success/impact

This year, we've continued to develop our evaluation work, deepening the way we capture feedback from families, children and young people. Our tools and systems are now more inclusive, and more attuned to those young people who are able and ready to reflect on their own experiences.

We're using a blend of trusted, nationally recognised tools to monitor progress in areas such as emotional wellbeing, independence, behaviour, family stress and how children and young people engage in education. These tools not only show us what's changing, but help us track those changes over time, so we can keep adapting, stay relevant, and make sure the support we offer continues to meet real need.

Here's a look at how we measure impact:

• Goal Based Outcomes (GBOs): This ten-point scale is designed specifically for children and young people with additional needs or disabilities. It helps us set meaningful goals during the assessment phase and revisit them six months later to understand progress.

• Tailored Surveys for Parents/Carers and Children/Young Adults: These surveys are used at two points; just after the initial assessment, and again six months later. They give us vital insights into whether our support is making a difference and how.

• Experience of Service Questionnaire (ESQ): Offered to both parents/carers and the child or young person, this tool captures how families experience our service overall; what felt helpful, what could be improved, and what impact it had.

Together, these tools do more than measure change, they give us a clearer understanding of it. And that insight helps us stay curious, responsive and committed to learning. Because when we understand what's really working, we can keep improving and keep delivering the kind of support that makes a genuine, lasting difference.

What parents and carers told us



97% agree or strongly agree that bibic helped them better understand their child and their needs



82% said that the goals set during the assessment had been achieved



81% agreed or strongly agreed that bibic's support helped to reduce family stress



75% feel their child is happier after bibic's support



73% think the school better understand their child's needs after bibic's support



67% think that bibic's support helped them to get a diagnosis for their child

The statistics shown are based on feedback from a parent and carers survey completed during 2023-2024

Safeguarding

Safeguarding is always at the front of our minds...

Safeguarding remains central to everything we do, extending beyond the children and young people we work with to include their families, our supporters and donors, our volunteers, our staff, and anyone else connected to our work.

Overall responsibility sits with our CEO, Pip Buckley, with the safeguarding panel led by Chelsey Oxley (Head of Therapy and Business Development) and Claire Williams (Senior Therapist), supported by Deputy Lead, Natalie German. All panel members have completed comprehensive safeguarding training, reviewed on an annual basis. At Board level, safeguarding leadership is provided by Chair of Trustees, Caroline Jameson. We have continued to prioritise Safeguarding at Board level and have recruited an experienced professional, Vicki Philipps, working in the field with children and young adults. She is due to do refresher Safeguarding training in October 2025.

Over the past year, the number of safeguarding concerns recorded has reduced. We logged two incidents, both managed without the need for escalation. The reason for the overall reduction is not clear, though we have noted a rise in concerns relating to domestic abuse. In these cases, individuals were signposted to the most appropriate sources of specialist support.

During the year we:

- Safeguarding was actively reviewed throughout the year in therapy team meetings, leadership meetings, supervision sessions, and at every Board meeting.
- Annual safeguarding refresher training was delivered to all bibic staff, with full training provided to new starters. Additional training is planned for 2025/26.
- Trustees received reports confirming there were no cases of concern within families (2023/24: none) and two cases relating to other groups, such as donors, staff, or volunteers (2023/24: two).
- An increasing number of families requested ongoing safeguarding support, leading therapists to provide more regular check-ins with both parents and young people.
- We introduced a dedicated adult safeguarding policy to strengthen our approach to protecting all vulnerable individuals we work with.

For 2023 – 2028 we continue to:

- Build the team's safeguarding knowledge and explore new ways to support families across the UK.
- Strengthen safeguarding monitoring processes and join safeguarding systems widely used in schools and local authorities (funding currently being sought).
- Maintain the annual review of our safeguarding policy, incorporating updates from ongoing local authority training.
- Hold regular safeguarding panel meetings to review all cases.
- Embed safeguarding principles into all aspects of donor engagement.
- Ensure every team member clearly understands the distinctions and connections between safeguarding, confidentiality, and consent.
- Keep children and young people safe across every area of our work.
- Continue to use our safeguarding working group made up of therapy team safeguarding leads and lead board members.
- Develop a dedicated domestic abuse policy to safeguard entire families and identify the most appropriate referral or signposting pathways for additional support.
- Refresh our Safer Recruitment Training and update our Recruitment policy.
- Ensure that staff feel safe at work and utilise the skills of our Mental Health First Aiders.

Case Study:

Background

Ariadne came to the assessment with no known diagnosis, but suspicions that her challenges with social interaction and the behaviours she exhibits may be explained by underlying neurodiversity; therefore, autism, attention deficit hyperactivity disorder and sensory processing were explored. Ariadne is in year five and returned to mainstream education in September 2024 following a period of time in home education. While home education was supportive of Ariadne's needs and enabled her to participate in a wide variety of learning opportunities, this lifestyle is no longer financially feasible for the family and alternative options have been considered. At the time of the assessment, the adjustment to mainstream school was challenging, particularly the transitions between home to school, as well as being in a classroom with her peers. She was spending a large portion of the school day in the library or in the year one/two classroom with the SENCO, as this is where she feels safe. Additionally, Ariadne typically arrived at school later than her peers due to the difficulties getting her ready for school in the morning; arrival time could be anywhere up to 11.30am.



Assessment

During the assessment, Ariadne was able to share some of her own thoughts and emotions about situations she has experienced, showing a level of maturity for which she was commended. Ariadne presented as a cheerful and willing participant for the majority of the assessment, however glimpses of challenging behaviours were seen when she was asked to do something she did not agree with or did not fully comprehend. Ariadne takes time to build trusting relationships with people and to feel confident that she can 'read' their behaviour or predict their likely responses; this relates to her autism traits. Therefore, newer people in Ariadne's life can be on the receiving end of some of her negative or avoidant behaviours.

Goals were set with Ariadne and her mother to measure specific areas of difficulty evaluating the success of the therapy plan and strategies.

1. *For Ariadne to feel more comfortable within educational settings*
2. *To help Ariadne feel genuinely comfortable and able to thrive*
3. *To reduce the need to mask by reducing emotional overwhelm*

The assessment identified that Ariadne is naturally intelligent but her processing speed and difficulties with memory may impact her ability to engage meaningfully with educational tasks. In addition, she is displaying behaviours and thoughts that are similar to a profile of autism, ADHD and sensory processing challenges. With this knowledge, a full therapy plan was developed to reduce the amount of overwhelm these factors have on Ariadne, which are impacting her ability to manage daily activities without exhaustion and burnout.

Case Study Continued:

Update

Since the assessment, Ariadne has stopped being able to attend her mainstream setting as she felt unsafe and could not manage the demands of a typical school day. The EHCP process is underway and the draft EHCP has recently been issued. The next steps are identifying suitable provision for Ariadne's education and finalising the EHCP.

After a period of recovery, she is now attending three different alternative provisions, two of which are funded by the mainstream school. One of these is an outdoor education programme, the second is an online tutor and the third is a return to her home education group one day a week. This blended style of learning is working really well for Ariadne, her attendance is the highest it has ever been, and she is calmer and more relaxed than she has been seen since starting this journey.

Ariadne's mother has been working exceptionally hard to obtain appropriate support for her, attending regular sessions with her bibic therapist, linking with wider services such as SENDIAS, Educational Psychologists, the home education network whilst researching alternative education provisions and their individual entry requirements to consider the best option for Ariadne.

The bibic keyworking sessions have focused on provision detailed in the EHCP, managing behaviour at home and supporting parental understanding of Ariadne's needs. This was particularly important when Ariadne's step father was attempting to learn new strategies to support a more harmonious home life for the three of them. A deeper understanding of Ariadne's needs alongside practical strategies to support the whole family when they needed it most has been the most positive outcome of the bibic assessment. As time progresses, it is also hoped that the bibic assessment enables Ariadne to be able to access learning in an environment that not only allows, but actively encourages her to be true to her own values.

> “Working with bibic has been invaluable to my daughter and to us as a family. The report has enabled us to secure an EHCP and progress further into Alternative Provisions with much more ease than I have previously experienced. It has helped us gain more insight into understanding Ariadne more and has helped us progress as a family together. She is doing so much better now than she ever has and having this report and working alongside Bibic has ensured that Ariadne is getting the type of provision she needs for learning, the care and support from us as a family to help her grow and something to back us up along the way, which has supported us immensely.”

Our Strategic Pillars 2023 - 2028

Progress against strategic objectives for Year 2

Pillar 1

Expand bibic's reach to more families.

Achievements

- Reduced our waiting list over the year significantly ensuring that families are able to book in for an assessment within a reasonable time frame. Families can now expect to be seen within 12 weeks of booking an assessment.
- Attended events within and outside the Southwest promoting our work and skills to the wider sector.
- Continued our Free Support and Advice line to support more families at a direct point of need.
- Reviewed out EDIB Action Plan and celebrated our inclusive and holistic approach.
- Trained one of our Developmental Therapist to become a Hearing Ambassador
- Recruited a Youth Ambassador to support our social media content and update the Board on areas where the charity could develop our reach.
- Joined the Somerset Steering group representing the charity sector and working alongside Somerset council.
- Launched our 'Not back to school' campaign utilising road and station billboards to advertise our work and increase income into our winter appeal.
- Added a resources page to our website to support families and professionals to access bibic resources.
- Reviewed our language policy to ensure that we were using accessible language.







Lessons Learnt

- bibic has a strong presence in the South West of the UK however expanding that out of the region has been difficult. We need to create more relationships with organisations outside of Somerset and the surrounding counties so they can support us to expand our reach.
- Our Youth Ambassador has been valuable in allowing us to understand a younger generations approach to social media. We will take this learning into 2025 and beyond.

Pillar 2

Grow sustainable income streams



Achievements

- Launched our 'Not back to school' campaign, supported by JCDecaux, linking to our Winter Appeal and increasing our income from the previous years appeal by 107%.
- Developed our new corporate strategy linking with like minded organisations that have a connection to bibic and therefore a reason to support us!
- Expanded our Work Place training supporting managers to better understand their neurodiverse employees.
- Focussed our fundraising efforts on areas with the highest return on investment.

Lessons learnt

- The fundraising climate is still struggling and we need to adapt to ensure that we are diversifying our income in all ways possible.
- It's going to be a tough few years but by being passionate, focussed and selective we can drive income to ensure sustainability.

Pillar 3

Maximise value of all resources



Achievements

- Launched our bibic podcast, 'The SENsational Life with bibic' – an engaging podcast covering topics such as planning and organising, working memory, task initiation and understanding the impact of trauma. Since the launch our podcast has been played 302 times equating to 66 consumption hours.
- For the fourth year running bibic were runner up in the 2024/25 Somerset Business Awards, Charity of the Year category.
- Utilising skills across the Team to support other staff with workload management.
- Focusing on areas with the highest return of investment within a small fundraising team, and with one staff member down due to long term sickness.
- Recruited volunteers to support with administration tasks and events, ensuring better use of staff time.
- Joined the Steering Group for the Somerset Voluntary, Community, Faith and Social Enterprise (VCFSE) Partnership.
- Invested in training for our Fundraising Team to expand their strategic planning skills. That included courses in Charity Finance and Charity Finance Strategies.

Lessons learnt

- We need to aim to be more efficient with our time to ensure that we are only working on the most beneficial returns.
- Our podcast has reached areas all over the UK and beyond telling us that there is an ongoing need for our vital services.
- The skills within the team are transferable and we have many adaptable team members to support in areas of the team that need it most!

Thank you

to our loyal supporters for enabling us to support hundreds of families this year

Our work simply wouldn't be possible without the dedication of our amazing volunteers and the individuals, businesses, and organisations who provide vital funding. We appreciate everyone who has given their time, energy, and resources to ensure we can continue offering support to the families who need us most.

Fundraising

This year, fundraising has been especially challenging. The rising cost of living and ongoing economic pressures have made it increasingly difficult to secure the income needed to cover bibic's running costs. Despite this, our dedicated team of staff and volunteers has worked tirelessly, and thanks to the generosity of our supporters, we have continued to provide families with the help they need at the lowest possible cost. Most Importantly, we have maintained our fee waiver scheme so that no family is excluded from support due to financial hardship. We are also proud to have offered more free resources than ever before a true reflection of the commitment and kindness shown by our supporters during such a difficult fundraising climate.

This year:

£202k

was received from grant making organisations.

£50k

was raised and donated by individuals and our events.

£30k

was raised through the fundraising efforts of community led groups.

£7k

was donated by businesses through fundraising events or by their staff raising money for us.

Almost £45k

was received from people who kindly chose to remember bibic in their will.

Together we have raised over

£342k

(including £8k Gift Aid)

This is a 35% decrease on 2023/24 in which we raised a total of £529K. The decline is attributable to a significant one-off legacy donation that was received in 23/24.

We are incredibly thankful to each and every one of our loyal supporters who have enabled us to perform our transformative work this year. It would not be possible to do it without you.

Celebrating our Supporters



This year we hosted our first ever Cheese and Wine Night. The evening offered us the opportunity to say thank you to some of our loyal supporters and to talk about the plans we have at bibic for the coming year.

Thank you to JMW solicitors for their sponsorship of the event and to Wyke Farms for their generous donation of delicious cheese and condiments.

We are also grateful to Laura Brown, our amazing ambassador, for her inspiring talk that provided great insight into the world of autism.

We look forward to repeating this event again next year and welcoming even more of our supporters into our National Therapy Centre.







To our bibic families...

Thank you!

We would like to say a special thank you to every family who have accessed our services this year and allowed us to document their story. By allowing us to use stories and pictures in our social media, website, and within our appeals and annual reports you are enabling us to share the difference our work makes. Allowing us to share your stories mean our supporters get to see the difference their donations make. You have all enabled us to reach more families in need. Thank you for your ongoing support.

A particular thank you goes to our Sponsor a bibic Child families who have allowed us to document their journey over many years. Thank you for allowing us to show the long term impact of our work.

A special Thank You

We would like to give a special thank you to The National Lottery Community Fund, The Foyle Foundation, Clare Milne Trust, John James Bristol Foundation, and many more who have supported us this year.

volunteers

bibic extends its heartfelt gratitude to all our volunteers for their remarkable dedication and hard work. Your unwavering commitment, whether supporting our assessments, assisting with administrative tasks, or driving our fundraising efforts. This has made a profound difference to the lives of the children and families we support. Without your tireless efforts, our organisation simply could not achieve the impact that it does.

For those supporting our assessments, their compassionate approach and meticulous attention to detail ensure that every child and family receives the care they need. Their behind-the-scenes efforts keep our operations running smoothly, and their organisational skills and dedication enable our team to focus on delivering the highest quality services. bibic is deeply grateful for their invaluable support.

In fundraising, their contributions are equally vital. The enthusiasm and creativity they bring to our initiatives help secure the resources required to sustain our work. Whether organising events, engaging potential donors, or spreading awareness of bibic's mission, their efforts enable us to reach more individuals and families in need. Every pound raised through their dedication has a direct and meaningful impact, and bibic sincerely thanks them for making this possible.

Special thanks are also extended to our trustees. Their guidance, strategic insight, and strong governance ensure that bibic remains true to its mission while operating with integrity and effectiveness. The countless hours they devote to steering the organisation's direction, managing risks, and ensuring compliance often go unseen but are absolutely essential to our success. bibic is immensely fortunate to have such a dedicated and capable board of trustees whose leadership continues to inspire us all.

Thank you to Adrija and Tom. We are proud to have two dedicated Youth Ambassadors who volunteer their time to help us widen our demographic reach and strengthen our connection with younger audiences. They support our fundraising efforts, contribute to our social media presence, and provide valuable insights into trends and ideas that appeal to young people. Through attending events, sharing our work online, and offering fresh perspectives on marketing, fundraising, and accessibility, our Youth Ambassadors play an important role in raising awareness of bibic and inspiring the next generation of supporters.





"The work bibic does is so important and it was great to experience what they do. The atmosphere in the office was amazing because of the staff, so I've had a fab time!" - Student placement

"The office is a warm and welcoming environment where everyone is patient and kind. I look forward to coming each week and it feels like they definitely make a difference..."

EVENTS

Bath Half

In February 2025, bibic was proud to have a dedicated running team take part in the Bath Half Marathon. Through their incredible efforts, the team collectively raised an outstanding £1,517, with an additional £335 in Gift Aid, helping to further support the vital services we provide nationwide. We are immensely grateful to each runner for their commitment and determination, as well as to everyone who generously sponsored them.



Paws for bibic

In April 2024 we hosted out first ever charity dog walk called Paws for bibic. We invited furry friends and their owners to join us for a walk along the beach at Weston-Super-Mare to raise funds for our vital cause.

We had a fantastic day spreading awareness of the work we do. It was wonderful to see so many people come together and take part. Thank you to the Boathouse Uphil for helping us to host this event and to the volunteers from Clarke Wilmott for helping to steward this event.





Somerset Business Awards

In March we were thrilled to attend the final of the 2025 Somerset Business Awards. This prestigious event celebrated its 20th anniversary this year and saw businesses from all over the county come together at the Winter Gardens in Weston-Super-Mare in an evening acknowledging the achievements from this year.

This year we came runners-up in the Charity of the Year category and were overjoyed to be recognised for the hard work over the 12 months. It is always wonderful to be recognised for the difference we are making in our community.







bibic Garden Party

This summer, we were delighted to host our first Garden Party within the beautiful grounds of Hurds Hill. Guests enjoyed an afternoon of live music, traditional cream teas, and a variety of engaging activities.

As with many of our events, the Garden Party was not only an opportunity to bring people together but also a valuable occasion to raise awareness of the wide range of services bibic provides.

We extend our sincere thanks to everyone who attended and supported the occasion, and to our dedicated volunteers whose commitment ensured the smooth running of the event.

Cheese and Wine Night

In March we were thrilled to welcome some of our loyal supporters in to our National Therapy Centre for an evening of cheese and wine.

This event gave us the wonderful opportunity to thank our supporters for the difference they have enabled us to make. We were also able to update every one of the progress at bibic and the exciting changes for the coming year.

We would like to thank our incredible ambassador, Laura Brown for supporting this event and giving an engaging talk on her journey with bibic and to JMW for sponsoring this event.

Challenge Events

We would like to say a massive thank you to everyone who has completed a challenge event in aid of bibic this year. A special thank you to John and Neil for trekking 1300km to raise an incredible £2638 and to our amazing sky divers Sophie and Lucy who raised £896.

What our families say...

The holistic approach, how approachable Mia was, the strategies and unexpected results which made our life make so much sense.

We feel very positive about the 2 days and that we have a clear view of how to help and support Ana going forward. Would highly recommend this service.

Very excited to put your recommendations in place and start improving our sons quality of life in all aspects.

Thorough and clear service end to end. Support identifying appropriate assessments and then very helpful and informative assessment.

Very positive, was a brilliant service and amazing staff. So many insights into our child! Thank you so much!

Such a valuable and comprehensive service! Thank you!



Claire is an asset to the team. Professional, considerate and engaging The play facilities are amazing. Loved that our child had a full run of the areas by himself (only one child in the space at a time). Great to involve child in choosing activities and order they're done in. Fantastic comprehensive assessment, thorough and positively done. Therapist are fantastically knowledgeable, kind and helpful. Great supportive plan for ongoing help.

Thanks so much for all your help. We are very hopeful everything we discussed will support our son to thrive.

Lovely location, outstanding facilities and equipment, professional and friendly attention from our therapist and everyone we met. Excellent assessment experience and feedback. We felt heard, understood and comforted about our journey and particular needs/ situation.

The bespoke service and the practical outcomes are fantastic. There is a calm, friendly, safe feeling. Everything is personal to the young person. Therapists are inclusive & knowledgeable. We were given a helpful support plan.

What our families say...

"It feels so welcoming and trustworthy. My daughter felt safe and could be herself and express herself through the whole day. Everything was explained, it was so easy to talk to the therapists! Being able to have so many strategies to use so quickly just after one day is amazing and the support after."

"Everything from start to finish. The initial call for information was invaluable as has been everything since. I can't recommend your services highly enough."

"I can't wait to come back and discuss things in a few months after we try and use all the strategies presented to us."

"The ease of the day on a difficult journey, it has been great to have an understating of the behaviours being shown. Questions were all answered in depth and context applied, real life examples used which were easy to understand."

"Having been on a difficult journey so far with professionals refusing help, the information and advice received has made us feel very reassured and given us tools to be able to help deal with difficult situations."

"I want to come back and it was amazing!! The toys were fun. I love it and I think everyone should come here. I loved Claire. Been too good, don't want to leave."

"I had a really fun time and i'm really glad that Emma was my therapist because she was really nice and kind. She's the best!"

"I feel very informed and educated on what I am experiencing I also feel very validated thank you very much!"

"I think this is a lovely place for kids to find out how they can learn about themselves & what they need."

"I felt happy to be here. I was worried that I was going to be judged and I wasn't. Thank you"

"Good to understand more about me and my behaviours"

Financial performance

Total income for the year

£653k 2023/24 £769k

Total expenditure

£711k

2023/24

£805k

Operational deficit

£58k

2023/24

£36k deficit

Income from donations and legacies

£342k

2023/24

£529k

Income from charitable activities therapy related income

£295k

2023/24

£226k

Other income

£16k

2023/24

£14k

The fundraising environment continues to be very difficult because of the political and economic climate and this is reflected in the decline in gifts and donations received from several sectors. We have achieved some positive outcomes from the many grant funding applications submitted to funding organisations but, for a variety of reasons, many applications have not resulted in any funds being received by the charity.

Funds from the significant legacy received in September 2023 were designated to support two salaries within the Therapy team and run a Therapy clinic. The remaining element of these designated funds, brought forward from 2023/24, have been spent during the year 2024-25.

The Therapy team have worked exceptionally hard to expand the range and scope of the therapeutic work and training provision and have worked to ensure that we are continuing to meet the demand for bibic's therapeutic work. With the difficulties experienced over the last few years to achieve the level of funds needed from fundraising sources, the decision was taken to increase the amount requested from families as a contribution from them towards the charity's running costs. Consequent upon all these elements, therapy income achieved in 2024/25 exceeds that achieved in previous years.

Total income for the year was **£653k** (2023/24: £769k).

This comprised:
Income from donations and legacies amounted to **£342k** (2023/24: £529k)
Income from charitable activities (therapy related income) amounted to **£295k** (2023/24: £226k)
Other income amounted to **£16k** (2023/24: £14k).
Total expenditure for the year was **£711k** (2023/24: £805k).
The operational deficit was **£-58k** (2023/24 £-36k deficit).

Where our income came from 2024/25



- Grants from Trusts & Foundations £202k (2023/24: £107k)
- Donations from individuals incl events £50k (2023/24: £80k)
- Community incl events £30k (2023/24: £31k)
- Corporate incl events £7k (2023/24: £50k)
- Legacies £45k (2023/24: £251k)
- Gift aid £8k (2023/24: £10k)

Total from fundraising £342k (2023/24: £529k)



- Therapy £295k (2023/24: £226k)
- Other (being grants from DWP & interest rec'd) £16k (2023/24: £14k)

Total income £653k (2023/24: £769k)

How we spent the money



- Charitable activities £472k (2023/24: £524k)
- Raising funds £181k (2023/24: £209k)
- Governance/other costs £58k (2023/24: £72k)

Total spend £711k (2023/24: £805k)

Both our income and expenditure fell from 2023/24 levels. The operational deficit was £-58k for the year.



Reserves

The Trustees maintain unrestricted funds to reduce dependency on any of the charity's income streams, particularly fundraised income which is subject to fluctuation. The charity is committed to the children, young adults and families who receive support for a minimum of six months, but often many years. The Trustees therefore feel it is important to maintain free reserves at a level which ensures continuity of bibic's unique service and to fund projects that improve services for children and young adults all over the UK.

bibic's reserve policy was developed on the basis of the inherent level of risk within our business model. This model delivers high committed costs/low flexible costs, alongside a blend of unpredictable fundraised income and sustainable therapy income. The Trustees review the policy annually; taking into consideration the principal risks faced by the charity and their mitigations together with likely projected income and expenditure. As a result of this work, the Trustees considered that the current reserves policy was still satisfactory and they aim to maintain a target range of free reserves of between five and eight months of our risk premium, which represents £271K to £433K

At 31 March 2025, total funds held amounted to

£255k (2023/24: £313k)

Of these, restricted funds were

£36k (2023/24: £32k)

Designated funds were

£47k (2023/24: £95k)

The charity's free reserves were

£172k (2023/24: £186k)

Free reserves comprise the total funds available to the charity, less those reserves whose uses are restricted or designated for specific purposes.

Restricted funds are those that must be spent in accordance with the donor's specific instructions or which have been raised by the charity for a specific purpose. Information about restricted funds is at note 18 in the financial statements. Each restricted gift has a timescale for spend, usually within 12 months. The charity operates a detailed restricted funds register to track and report spend against each gift.

Designated funds are unrestricted funds that have been put aside by the Trustees for planned activities. Designations covering key fixed assets and potential exit costs amount to £45k. Designations for planned activities amount to £2k. With the exception of exit costs, it is the Trustees intention that designated funds are spent within a period of 12-36 months, as appropriate for the planned activity.

The charity sector continues to face uncertainty and the aim of many of the designated projects is to improve efficiency and performance to provide enhanced services and facilities to the children, young adults and families. Free reserves are in place to protect the charity and will be used to cushion the effect of the expected fall in fundraised income in the short to medium term so as to ensure the continuity of services.

There continues to be a need for small charities to use their reserves pot to be able to sustain their work, especially when waiting on large application outcomes from Grants and Trusts, which are taking longer than usual to make a decision and have more applicants than ever before.

The Trustees will continue to consider the balance of risk and thus the level of free reserves appropriate for the needs of the charity in light of forecasts and future requirements. The charity's position against the reserves policy is monitored by the senior leadership team and Trustees on a bi-monthly basis.

At the time of writing this report (July 2025) The Trustees made the decision to review the Reserves Policy and due to the current financial and political climate decreased the level of reserves from five to eight months to four to six months of our risk premium.

Our reserves still sit below this policy however we are reducing our costs and working on increasing our income so we sit within the safety of Four to Six months, similar to many small charities with the same level of income.

Equity, diversity, inclusion and belonging (EDIB)

In the past 12 months bibic have focussed time on continuing to develop in the area of EDIB. We also introduced the element of belonging into our policy to ensure that everyone at bibic, staff, volunteers, families and children alike feel like they belong and are accepted creating a safe space for all. Therefore, we now refer to our approach as EDIB rather than EDI to reflect the importance bibic place on belonging.

This year we have:

- Recruited a Youth Ambassador to support our social media content and reach and give ideas on service development for young adults.
- Continued to expand awareness of our work outside of the Southwest via our 'Not back to school' campaign and social media content.
- Joined the 'My Name Is' Campaign and added phonetic spellings of our names to the website and our email signatures.
- Reviewed our Unconscious Bias training and retrained all staff.
- Recruited three new Trustees to join our Board all brining different skills and backgrounds.
- Redeveloped our EDIB Action plan focussing on 6 key areas: Leadership, Workforce, Culture, Communications, Fundraising and Service Delivery.
- Allocated two Menopause Champions
- Reviewed our Mental Health First Aiders and promoted via our Mental Health area for staff.
- Allocated a Hearing Loss Champion within our Therapy Team.
- Build relationships with other like minded organisations and supported these as an ally via Social Media and attendance at events.
- Continued to review and update our language policy to ensure the use of inclusive terminology.

The Future

We have recently reviewed and updated our EDIB action plan and have set a clear vision and principles to follow into 2025 and beyond!

Our EDIB Vision

Our vision is that all children, young adults and their families can access our services. We want to develop our reach into all communities through the whole of the UK.

Our EDIB Principles

- Create a culture both internally and externally of inclusion and belonging.
- Ensure that we remove barriers to access for our services, ensuring that everyone who wants or needs a bibic assessment can access one.
- Ongoing development and learning around EDIB – always progressing forwards, never sitting still and always striving for positive change.
- To create a holistic culture and ensure that everyone feels part of that culture, by utilising the skills of the team, trustees and volunteers.
- Actively engage with and include voices from diverse communities to build trust, foster partnerships and celebrate diversity.



> At bibic, our commitment to Equity, Diversity, Inclusion, and Belonging is a core part of who we are as a charity and what we're building for the future. Over the past year, we've made meaningful progress towards becoming a more inclusive and representative organisation. Whilst I'm incredibly proud of this progress, we recognise that EDIB is a continuous journey, and there is always more to learn, improve and evolve. I'm excited about what lies ahead, as we continue to grow our impact and ensure that everyone feels seen, valued, and empowered through our work.

Charis Bugler – Developmental Therapist and EDIB Lead

Risk

The Trustees are responsible for regularly reviewing and assessing (and planning for the management of) risks and uncertainties that may have a significant impact on the charity's operations, thus beneficiaries. bibic operates a detailed risk register to review the strategic, operational and project related risks the charity may face; the likelihood/impact of those risks and the mitigation controls/plans in place in line with CC26 guidance issued by the Charity Commission. The risk register is reviewed and assessed monthly by the Senior Leadership Team and Bi-Monthly by the Board. A full review is conducted annually by the CEO.

Significant new risks or those which have increased in likelihood/impact are promptly brought to the attention of the Board by the CEO. The charity encourages all employees to be actively engaged in risk identification and risk management activity.

In March 2025 bibic recruited an Independent Advisor who is a Risk Expert to support the CEO with a risk review.

Due to the nature of the current economic, political and financial landscape risks are constantly being highlighted and managed accordingly.

Current Top Risks for bibic

Nature of risk

Insufficient income driven through fundraising strategy to achieve our charitable objectives, strategic objectives and maintain operations. There are ongoing concerns over the political and economical climate and the cost of living crisis which is impacting on charitable giving.

Control Plans

- Regular reviews of the Fundraising Strategy to ensure that time is being spent on areas with the highest return on investment (ROI).
- Diversifying income across Fundraising and focussing on areas that have worked well In the past.
- Learning from previous positive changes – ie positive previous appeals being bespoke to type of donor and stating highest donation suggestions first.
- Better and more personal stewardship of regular givers including those who give to our appeals and other campaigns.
- Investing in the Fundraising team's development via training, coaching and mentoring and increasing strategic expertise in house.
- Applying for multiyear grants for Therapist salaries and core costs, while adapting to the needs of the multiyear larger grant givers.
- Planning a relaunch of our regular giving scheme – Changing 'Sponsor a bibic child' to 'Transform a Life' – due to launch end of Summer 2025
- Focus on local events to raise bibic's profile and generate new corporate and personal relationships for giving.
- Promotiong bibic's services to increase word-of-mouth referrals for bibic assessmnets.
- Developed training packages for schools, corporates, the NHS and other companies to support fundraising income via therapy income.
- Launching new Adult services to meet the changing need – due to launch in Summer 2025

Further commentary

The current climate is extremely difficult for fundraising however bibic will continue to diversify over all areas. Focus has also been on bringing in more income through therapy including via training and other additional services. The Trustees are aware that the cost of living crisis could continue into 2025 and beyond and that fundraising giving may have to be more focussed on corporates and higher network individuals/major donors. Focus remains on long term sustainability via multi-year grant applications and more personal and individualised stewardship of current donors. The charity will continue to adapt to the changing global and local environment and continue to meet the needs of those we exist for.

Nature of risk

Reduced enquiries to bibic over the last year
There has been a significant reduction in enquiries to bibic over the last year.
2023/2024 - 911 enquiries
2024/2025 – 514 enquiries

Control Plans

- Understanding the drop in enquiries and responding to the changing need
- Redesigning and remarketing the services to increase understanding of the content of a bibic assessment and the support that it can include
- Creating additional services for adults and promoting them accordingly still within the lines of our charitable objectives
- Focussing on impact for families and celebrating the impact via our website and social media platforms
- Reviewing the website optimisation and ensuring that the website is accessible
- Utilising all platforms to promote and advertise services
- Increasing word of mouth by attending local and national events
- Working alongside other like minded organisations to promote and share our work

Further commentary

bibic believes that the covid pandemic and lockdown had a major impact on child development and therefore referrals into bibic. It appears that this had a great impact particularly in 2022 and 2023 when babies born in covid were showing slow social progress and communication difficulties. It seems that this impact five years later has now slowed and therefore we are seeing less referrals. This means that we needed to review our services and promote what we do better and in a more detailed way. The cost may also have had an impact on families so we are working to increase our fee waiver pot, so more families can access additional financial support.

Nature of risk

Safeguarding issue resulting in harm to a vulnerable child or adult.

Control plans

- All staff safeguarding trained, with updates every two years.
- Two leads, a Deputy Lead and a Trustee Lead for safeguarding in place.
- Ongoing safeguarding meetings with the panel to review and assess risk.
- Updated training for Trustees.
- Raised awareness in the Fundraising and Marketing team regarding safeguarding concerns.
- Safeguarding process and procedures regularly reviewed and effectively implemented.
- Ongoing relationships in place with Social Care, NHS and other relevant services.
- Plan to train five members of staff in Safer recruitment

Further commentary

Safeguarding is at the core of all that we do and is a very seriously respected aspect of our work at bibic. All safeguarding issues are managed with great care and bibic ensure that all the leads are trained to the highest standard and have regular updates as and when policy changes. In Autumn 2024 bibic reviewed both our Safeguarding Children policy and our Safeguarding Adults at risk policy. bibic will continue to review our policies annually and update as and when required by law.

Future plans

Adult Therapy Services

In 2025 we are planning to extend our Therapeutic services to those over the age of 25. There is a need for services for adults and bibic want to ensure that we support as many people as possible so have decided to adapt our assessments to meet a new need.

Our services will include:

- Cognitive & Neurodiversity Profile
- Neuroinclusive workplace assessment
- Comprehensive Cognitive & Neurodiversity Profile

Marketing and Social Media

We are rapidly becoming a trending platform, diversifying our audience and expanding our reach across the UK and beyond. Building on this momentum, we plan to continue growing our social media presence with engaging, high-impact content designed to connect with as many people as possible. With our Youth Ambassadors leading the way in inspiring and engaging a younger generation of followers, we are strengthening our voice, broadening our community, and ensuring that bibic's message of empowerment and inclusion reaches further than ever before.

Workplace Training

We will continue to develop our Work place training package to support a better understanding of Neurodivergence in the work place. These sessions have been designed with The HR Detective and will be delivered in collaboration.



Online Training

bibic's online CPD-accredited training provides accessible, evidence-based learning for parents, carers, and professionals across sectors. Each one-hour webinar is delivered live via Microsoft Teams by experienced Therapists and covers focused topics such as social development, friendship skills, and managing auditory processing and noise sensitivity. Sessions are designed to be practical and interactive, offering strategies that can be applied immediately in home, education, and community settings. Fully CPD-accredited, the training ensures participants gain recognised, high-quality professional development in a flexible and cost-effective format

Work in Schools

bibic offers bespoke, school-based developmental support: skilled therapists conduct tailored assessments, and therapy plans for young people with or without a formal diagnosis covering autism, ADHD, sensory processing difficulties, developmental delays, and more. This includes observations, standardised screening, and strategies developed in partnership with staff and families, all designed to slot seamlessly into existing school approaches and help pupils thrive academically and socially.

Moreover, in the context of the Partnerships for Inclusion of Neurodiversity in Schools (PINS) programme, bibic brings its expertise into inclusive school settings to co-design interventions at a whole-school level. Working alongside health and education specialists, parent carers, and school leaders, bibic contributes to a collaborative framework that encourages early interventions, staff upskilling, and meaningful parent-school partnerships all aimed at embedding neurodiversity-affirming practice across the school.

The SENsational Life with bibic – Podcast

Launched in Spring 2025, our podcast has already reached listeners in Greece, Poland, Cyprus, Jersey, Australia and New Zealand with audiences ranging from children and young people to those aged 60+. Season one achieved over 607 plays, and season two focuses on education with guest speakers from schools, inclusion services, legal advisors, language specialists, and more.

Future seasons will explore the world of neurodiversity and other key aspects, with exciting guests already lined up.

Each episode offers inspiring conversations, practical tips, and meaningful insights that support bibic's mission of empowering children and young adults with brain injuries, disabilities, and neurological or developmental challenges.

We are grateful to our sponsors for helping us create a more inclusive and understanding world, one episode at a time.







Listen on Spotify

Case Study:

We contacted bibic after being recommended to them by Bristol Autism Support. We had reached a point where it was hard to cope as a family at home. While we were certain Sophie was autistic, we knew that a diagnosis on a piece of paper wasn't what we needed right then. What we needed were practical strategies and advice from skilled professionals with experience supporting families in similar situations.

From beginning to end, bibic has been absolutely life-changing. I can't recommend them highly enough, and I have already done so to several families since our first contact. One line that has really stuck with me was our key worker Claire telling us that we are a normal family at bibic. This meant the world to us. Having the reassurance of someone who had seen it all before, who knew what might work and how to try different strategies with us, was absolutely amazing. The testing was fantastic because it demonstrated to others who didn't know Sophie well that she is a very bright, intelligent, and gifted person. It also provided clear evidence of her abilities (so long as her sensory needs are met). The combination of a parent interview and an in-person play session assessment for Sophie was just excellent. But it wouldn't have meant as much without the ongoing key worker support we received. Those Zoom calls became a little oasis of calm in an otherwise very fraught time in our lives.



Images shown are of a different child

The key working sessions were arranged in a way that truly met our needs. We used them for everything; from feeding back on how strategies were going, to discussing how our family relationships had been affected by Sophie's behaviours, to celebrating the successes we experienced from following the advice we were given.

We've since received an autism with PDA and ADHD diagnosis for Sophie and now have a support plan in place at school. This means Sophie is able to attend full-time education. None of that would have been possible without bibic's support, especially in providing evidence to the school and the autism assessors when Sophie started showing signs of burnout and began refusing school. bibic were incredibly supportive in helping us navigate this, by supporting us to support her. We were able to get things back on track: giving her the space and sensory input she needed, taking the pressure off, and learning to manage her PDA symptoms much, much better. Sophie is now self-selecting her own soothing and regulating strategies. We've shaped her life so that she has a lot more choice and control, which makes her far less anxious and much more able to leave the house without distress. We've now come to the end of our nine-month key working period, but knowing that bibic is still there feels really reassuring. No doubt, we will be back for more input in the coming months. As for Sophie, she's desperate to go back to bibic to play with all their wonderful therapy toys and equipment, even to do the testing again! She loved the attention and being supported to succeed in those tests.

Financial Statements

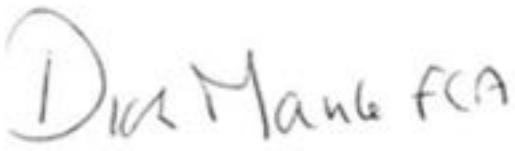
Independent Examiner's Report to the Trustees of bibic

Independent examiner's report to the trustees of bibic ('the Company')
I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2025.

Responsibilities and basis of report
As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Com

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.



I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

- accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
- the accounts do not accord with those records; or
- the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
- the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Dick Maule FCA Independent Examiner, 24th November 2025.

Independent Examiner: Dick Maule FCA, The Cross House, South Woodchester, Gloucestershire, GL5 5EL

Statement of Financial Activities

(Incorporating an Income and Expenditure Account)

for the Year Ended 31 March 2025

	Notes	Unrestricted funds (£)	Designated funds (£)	Restricted funds (£)	2025 Total funds (£)	2024 Total funds (£)
Income and endowments from						
Donations and legacies	2	158,681	-	177,750	336,431	499,304
Charitable Activities	3	-	-	-	-	-
Therapy Provision		295,200	-	-	295,200	225,446
Therapy support		-	-	-	-	750
Other trading activities	4	6,437	-	305	6,742	41,497
Investment income	5	2,715	-	-	2,715	2,298
Other income	6	11,623	-	-	11,623	-
Total		474,656	-	178,055	652,711	769,295
Expenditure on						
Raising funds	7	125,080	3,537	52,496	181,113	209,115
Charitable Activities	8	-	-	-	-	-
Therapy Provision		306,780	30,555	72,503	409,838	460,049
Therapy Support		31,783	19,307	11,290	62,380	63,586
Governance Costs		20,202	-	37,509	57,711	72,277
Total		483,845	53,399	173,798	711,042	805,027
Net income/ (expenditure)		(9,189)	(53,399)	4,257	(58,331)	(35,732)
Transfers between funds	19	(4,500)	4,500	-	-	-
Net movement in funds		(13,689)	(48,899)	4,257	(58,331)	(35,732)
Reconciliation of funds						
Total funds brought forward		185,706	95,677	32,015	313,398	349,130
Total funds carried forward		172,017	46,778	36,272	255,067	313,398

The notes form part of the financial statements

Balance Sheet

As at 31st March 2025

	Notes	Unrestricted funds (£)	Designated funds (£)	Restricted funds (£)	2025 Total funds (£)	2024 Total funds (£)
Fixed assets						
Intangible assets	15	725	-	-	725	1,,025
Tangible assets	16	17,985	-	1,807	19,792	28,914
Total		18,710	-	1,807	20,517	29,939
Current assets						
Debtors	17	34,069	-	-	34,069	170,642
Prepayments and accrued income		21,456	-	200	21,656	13,841
Cash at bank		190,222	46,778	34,265	271,265	327,030
Total		245,747	46,778	34,465	326,990	511,513
Creditors						
Amounts falling due within one year	18	(92,440)	-	-	(92,440)	(228,054)
Net current assets		153,307	46,778	34,465	234,550	283,459
Total assets less current liabilities		172,017	46,778	36,272	255,067	313,398
Net assets		172,017	46,778	36,272	255,067	313,398
Funds	19					
Unrestricted funds					218,795	281,383
Restricted funds					36,272	32,015
Total funds					255,067	313,398

The notes form part of the financial statements

Balance Sheet - continued

As at 31st March 2025

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2025.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2025 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for
(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The financial statements were approved by the Board of Trustees and authorised for issue on 24th November 2025 and were signed on its behalf by:

Caroline Jameson,
Chair of Trustees



The notes form part of the financial statements

Cash Flow Statement

For the year ended 31st March 2025

	Notes	2025 Total funds (£)	2024 Total funds (£)
Cash flow from operating activities			
Cash generated from operations	1	(53,559)	(14,210)
Net cash used in operating activities		(53,559)	(14,210)
Cash flow from investing activities			
Purchase of tangible fixed assets		(4,921)	(5,280)
Sale of tangible fixed assets		-	1,827
Interest received		2,715	2,298
Net cash used in investing activities		(2,206)	(1,155)
Change in cash and cash equivalents in the reporting period		(55,765)	(15,365)
Cash and cash equivalents at the beginning of the reporting period		327,030	342,395
Cash and cash equivalents at the end of the reporting period		271,265	327,030

The notes form part of the financial statements

Notes to the Cash Flow Statement

For the year ended 31st March 2025

1. Reconciliation of net (expenditure)/ income to net cash flow from operating activities	2025 Total funds (£)	2024 Total funds (£)
Net (expenditure)/ income for the reporting period (as per the Statement of Financial Activities)	(58,331)	(35,732)
Adjustments for:		
Depreciation charges	14,343	20,583
Interest received	(2,715)	(2,298)
Decrease/(increase) in debtors	128,758	35,272
(Decrease)/increase in creditors	(135,614)	(32,035)
Net cash (used in)/provided by operations	(53,559)	(14,210)

2. Analysis of changes in net funds	At 1.4.24 £	Cash flow £	At 31.3.25 £
Net cash			
Cash at bank	327,030	(55,765)	271,265
Total	327,030	(55,765)	271,265

Notes to the Financial Statements

For the year ended 31st March 2025

1. Accounting Policies

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.
Income received by way of donations and gifts is included in full in the Statement of Financial Activities when receivable.

Income from grants, where entitlement is not conditional on the delivery of a specific performance by the charity, is recognised when the charity becomes unconditionally entitled to the grant.
Income from grants, where related to performance and specific deliverables, is accounted for as the charity earns the right to consideration by its performance.

Donated services and facilities are included at the value to the charity where this can be quantified.
The value of services provided by volunteers has not been included in these accounts.
Income from charitable activities is accounted for when earned.
Investment income is included when receivable.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.
Expenditure includes any VAT that cannot be fully recovered.
Costs of generating funds comprise the costs associated with attracting voluntary income and the costs of trading for fundraising purposes.
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.

Allocation and apportionment of costs

All costs are allocated between the expenditure categories of the SOFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis.

For the year ended 31st March 2025 - 1. Accounting Policies continued.

Trade mark development costs

Amortisation is charged to write off the capitalized cost over 60 months (5 years) on a straight-line basis.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Improvements to property	-	in accordance with the property
Plant and machinery	-	10% on cost
Fixtures and fittings	-	at varying rates on cost
Computer equipment	-	33% on cost

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Designated funds are unrestricted funds earmarked by the Finance Management Committee for particular purposes.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight-line basis over the period of the lease.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Notes to the Financial Statements

For the year ended 31st March 2025 - continued.

2. Donation and legacies	2025 (£)	2024 (£)
Donations & appeals	79,866	120,293
Gift aid	8,293	9,672
Legacies	44,853	251,142
Grants	203,419	118,026
Donated services and facilities	-	171
Total	336,431	499,304

Grants received, included in the above, are as follows:

Trusts and Foundations	201,710	106,620
Access To Work grants from DWP	1,709	11,406
Total	203,419	118,026

3. Income from charitable activities

Activity		
Therapy provision & training	295,200	225,446
Therapy provision & training	-	750
Total	295,200	226,196

4. Other trading activities

Fundraising events	6,153	37,701
Social lotteries	590	3,796
Total	6,743	41,497

5. Investment income

Deposit account interest	2,715
Total	2,715

6. Other income

Insurance claim	9,148	-
Administration fees	448	-
Deposits forfeited	650	-
Sundry income	1,377	-
Total	11,623	-

7. Raising funds

Raising donations and legacies

	2025 (£)	2024 (£)
Staff costs	86,601	104,505
Sundries	21,727	28,692
Support costs	72,785	75,918
Total	181,113	209,115

8. Charitable activities costs

	Direct costs (£) (See note 9)	Support costs (£) (See note 10)	Totals (£)
Therapy provision	313,387	96,451	409,838
Therapy support	62,380	-	62,380
Governance costs	-	57,711	57,711
Total	375,767	154,162	529,929

Comparative for 31 March 2024	£	£	£
Therapy provision	350,307	109,742	460,049
Therapy support	63,586	-	63,586
Governance costs	-	72,277	72,277
Total	413,893	182,019	595,912

9. Direct costs of charitable activities	2025 (£)	2024 (£)
Staff costs	326,303	338,928
Other operating leases	17,025	17,533
Insurance	540	561
Light and heat	1,847	6,579
Sundries	22,538	38,874
Depreciation	7,513	11,418
Total	375,767	413,893

10. Support costs	Raising donations and legacies £	Therapy provision £	Governance costs £	Totals £
Management	19,458	19,458	25,944	64,859
Finance	8,592	8,592	11,455	28,638
Information technology	7,975	7,975	3,987	19,937
Human resources	712	712	949	2,374
Other	36,049	59,715	13,596	109,359
Governance costs	-	-	1,780	1,780
Total	72,785	96,451	57,711	226,946

Comparative for 31 March 2024

Management	17,288	17,288	26,289	60,865
Finance	7,151	7,910	10,625	25,686
Information technology	4,549	16,302	3,899	24,750
Human resources	460	459	4,868	5,787
Other	46,470	67,783	21,007	135,260
Governance costs	-	-	5,589	5,589
Total	75,918	109,742	72,277	257,937

11. Net income/(expenditure)

	2025 (£)	2024 (£)
Depreciation - owned assets	14,043	20,283
Hire of premises	600	-
Hire of plant and machinery	3,669	3,506
Other operating leases	30,761	31,268
Trade Mark development costs amortisation	300	300
Independent Examiner fees	1,000	1,000

12. Trustees' remuneration and benefits

There were no trustees' remuneration or other benefits for the year ended 31 March 2025 nor for the year ended 31 March 2024.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2025 nor for the year ended 31 March 2024.

13. Staff costs	2025 (£)	2024 (£)
Wages and salaries	466,932	510,365
Social security costs	35,917	38,641
Other pension costs	23,526	26,054
Total	526,375	575,060

No employees received emoluments in excess of £60,000.
The key management personnel of the Charity comprise the Trustees, the CEO and members of the Senior Leadership Team. For 2024-25 this comprised Head of Therapy and Business Development, Senior Fundraising Officer, and Finance Manager. The total employee benefits of the key management personnel of the Charity were £126,307 (2024 £130,364).

The average monthly number of employees during the year was as follows:	2025	2024
Therapy & Therapy support	14	14
Fundraising & Marketing	3	5
Finance & Administration	3	3
Management	1	1
Total	21	23

Average number of full-time staff was 12 (2024: 15) and average number of part-time staff was 9 (2024: 8).
The full-time equivalent of the part-time staff was 5 (2024: 5).

Notes to the Financial Statements

For the year ended 31st March 2025 - continued.

14. Comparatives for the statement of financial activities

Income and endowments from	Unrestricted funds (£)	Designated funds (£)	Restricted funds (£)	Total funds (£)
Donations and legacies	425,004	-	74,300	499,304
Charitable activities				
Therapy provision	225,102	-	344	225,446
Therapy support	750	-	-	750
Other trading activities	41,497	-	-	41,497
Investment income	2,298	-	-	2,298
Total	694,651	-	74,644	769,295
Expenditure on				
Raising funds	190,007	1,791	17,317	209,115
Charitable activities				
Therapy provision	308,103	26,784	125,162	460,049
Governance costs	65,398	-	6,879	72,277
Therapy support	46,215	12,968	4,403	63,586
Total	609,723	41,543	153,761	805,027
Net income/(expenditure)	84,928	(41,543)	(79,117)	(35,732)
Transfers between funds	(80,458)	80,458	-	-
Net movement in funds	4,470	38,915	(79,117)	(35,732)
Reconciliation of funds				
Total funds brought forward	181,236	56,762	111,132	349,130
Total funds carried forward	185,706	95,677	32,015	313,398

15. Intangible fixed assets

	Trade Mark developments (£)
Cost	
At 1 April 2024 and 31 March 2025	1,500
Amortisation	
At 1 April 2024	475
Charge for year	300
At 31 March 2025	775
Net book value	
At 31 March 2025	725
At 31 March 2024	1,025

16. Tangible fixed assets

	Improvements to property (£)	Plant and machinery (£)	Fixtures and fittings (£)	Computer equipment (£)	Total (£)
Cost					
At 1 April 2024	25,416	23,527	20,751	41,981	111,675
Additions	-	-	2,730	2,191	4,921
Disposals	-	-	-	-	-
At 31 March 2025	25,416	23,527	23,481	44,172	116,596
Depreciation					
At 1 April 2024	21,022	13,049	13,467	35,223	82,761
Charge for year	4,394	2,947	2,751	3,951	14,043
Eliminated on disposal	-	-	-	-	-
At 31 March 2025	25,416	15,996	16,218	39,174	96,804
Net book value					
At 31 March 2025	-	7,531	7,263	4,998	19,792
At 31 March 2024	4,394	10,478	7,284	6,758	28,914

Notes to the Financial Statements

For the year ended 31st March 2025 - continued.

17 Debtors: amounts falling due within one year	2025 (£)	2024 (£)
Trade debtors	33,336	153,238
Other debtors	733	17,404
Total	34,069	170,642

18. Creditors: amounts falling due within one year	2025 (£)	2024 (£)
Trade creditors	4,802	2,421
Social security and other taxes	8,138	7,597
Other creditors	7,198	6,168
Accruals and deferred income	64,383	209,003
Accrued expenses	7,919	2,865
Total	92,440	228,054

19. Movement in funds

Unrestricted funds	At 1.4.24 (£)	Net movement in funds (£)	Transfer between funds (£)	At 31.3.25 (£)
General fund	185,706	(9,189)	(4,500)	172,017
Marketing & Communication	731	(3,405)	3000	326
Other matters	49,646	(49,994)	1,500	1,152
Fixed assets & Exit costs	45,300	-	-	45,300
Total	281,383	(62,588)	-	281,795

Restricted funds				
Garfield Weston Foundation	19,400	(19,400)	-	-
Others	9,725	24,740	-	34,465
Jemima Layzell Trust	2,890	(1,083)	-	1,807
The National Lottery Community Fund	-	-	-	-
Total	32,015	4,257	-	36,272
Total funds	313,398	(58,331)	-	255,067

Notes to the Financial Statements

For the year ended 31st March 2025

19. Movement in funds continued.

Net movement in funds, included in the above are as follows:	Incoming resources (£)	Resources expended (£)	Movement in funds (£)
Unrestricted funds			
General fund	474,656	(483,845)	(9,189)
Marketing & communication	-	(3,405)	(3,405)
Other matters	-	(49,994)	(49,994)
Total	474,656	(537,244)	(62,588)
Restricted funds			
Garfield Weston Foundation	-	(19,400)	(19,400)
Others	103,055	(78,315)	24,740
Jemima Layzell Trust	-	(1,083)	(1,083)
The National Lottery Community Fund	75,000	(75,000)	-
Total	178,055	(173,798)	4,257
Total funds	652,711	(711,042)	(58,331)

Comparatives for movement in funds

Unrestricted funds	At 1.4.23 (£)	Net movement in funds (£)	Transfer between funds (£)	At 31.3.24 (£)
General fund	181,236	84,928	(80,458)	185,706
Monitoring & evaluation	3,115	(3,975)	860	-
Marketing and communication	5,453	(1,722)	(3,000)	731
Fundraising strategy & programme	902	-	(902)	-
Other matters	1,992	(35,846)	83,500	49,646
Fixed assets & exit costs	45,300	-	-	45,300
Total	237,998	43,385	-	281,383

Restricted funds

BBC Children In Need	3,099	(3,099)	-	-
Garfield Weston Foundation	25,000	(5,600)	-	19,400
Others	46,038	(36,313)	-	9,725
Jemima Layzell Trust	3,972	(1,082)	-	2,890
50th Anniversary Lunch	33,023	(33,023)	-	-
Total	111,132	(79,117)	-	32,015
Total funds	349,130	(35,732)	-	313,398

Comparative net movement in funds, included in the above are as follows:	Incoming resources (£)	Resources expended (£)	Movement in funds (£)
Unrestricted funds			
General fund	694,651	(609,723)	84,928
Monitoring & evaluation	-	(3,975)	(3,975)
Marketing & communication	-	(1,722)	(1,722)
Other matters	-	(35,846)	(35,846)
Total	694,651	(651,266)	43,385
Restricted funds			
BBC Children In Need	-	(3,099)	(3,099)
Garfield Weston Foundation	25,000	(30,600)	(5,600)
Others	49,644	(85,957)	(36,313)
Jemima Layzell Trust	-	(1,082)	(1,082)
50th Anniversary Lunch Event	-	(33,023)	(33,023)
Total	74,644	(153,761)	(79,117)
Total funds	769,295	(805,027)	(35,732)

20. Related party disclosures

There were no related party transactions for the year ended 31 March 2025.


bible

Structure, governance, management

and administration details

Structure, governance and management

Constitution

bibic is a registered charity with the Charity Commission in England and Wales (charity number 1057635) and was incorporated as a private company limited by guarantee (company number 03217418) on 3 June 1996. The charity is governed by a Memorandum and Articles of Association and has no share capital.

Principal object of the charity

The charity was established to reduce need and hardship among children and adults with learning difficulties and/or physical disabilities and to provide support and assistance to their families.

Governance

The Directors of the company, unless otherwise stated, are the Trustees of the registered charity. All Trustees named within this report served throughout the year and until the date this report had been signed, unless otherwise stated. The charity is organised so that the Trustees meet collectively 6 times per year to direct the management of its affairs. The finance committee meets 6 times per a year prior to full Board meetings. Strategy days and other sub-committee meetings are also held periodically. On the occasion that there may be the need, the Board may hold interim meetings or increase the frequency of Board meetings to discuss/ address key issues.

The Board is responsible for confirming the appointment of a new Trustee following a clear recruitment and selection policy and procedure. When recruiting new Trustees, the charity aims to attract a diverse range of candidates who have different skills. We value the benefits of having members with different backgrounds, expertise and experiences. Trustees are recruited through external advertisement and are subject to reference checks before starting with the charity.

The term of office is three years after which period a Trustee must seek re-appointment by the Board if they wish to continue. The usual maximum is three terms of office, unless the Board feel there is good reason to extend. New Trustees are offered a programme of induction which includes provision of a range of key documents, a tour of the National Centre, meeting with key members of staff and observing an assessment.

Our current Board, has a diverse breadth of specific skills, knowledge and experience. The board includes skills such as financial management, marketing and communications, law, risk management, mental health and Autism. Six out of our Seven Trustees have personal lived experience of the sector and another has professional experience of working with the community we support, providing leadership with insight.

Trustees are volunteers and receive no remuneration or benefits from the charity. Out-of-pocket expenses may be claimed on request.

Organisational structure: management and employees

The board delegates responsibility for the management of the charity to the CEO, Pip Buckley, who oversees all operational and strategic matters. Therapy services are provided under the direction of Chesley Oxley, Head of Therapy and Business Development and Fundraising and Marketing is driven by Gemma Pack, Senior Fundraising Officer. The finance function is overseen by Philip Cullum, Finance Manager.

bbibic embraces diversity, recognising this brings different perspectives, ideas and knowledge, and that difference brings strength, supports staff wellbeing and engagement and helps the charity make better decisions so we can deliver our charitable aims successfully. Our aim is to create a culture which attracts diverse staff, values each person's differences and encourages individuals to maximise their potential.

The charity is committed to the principle of equal opportunities in employment and recognises its obligations under the Equality Act 2010. The charity is an accredited Living Wage Employer and a Disability Confident Committed Employer. Health and safety are given due attention and employees are provided with appropriate training in accordance with the charity's policies.

Senior management remuneration

Senior staff pay is externally benchmarked, set/reviewed by the Trustees and linked to an internal performance appraisal system. No employees had employee benefits in excess of £60,000 Pension costs are allocated to activities in proportion to the related staffing costs incurred and are wholly charged to unrestricted funds.

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2024: nil) neither were they reimbursed expenses during the year (2024: nil). No charity trustee received payment for professional or other services supplied to the charity (2024: nil). The key management personnel of the charity comprise the trustees and the CEO. The total employee benefits of the key management personnel of the charity were £126,307 (2024 £130,364).



Relationships and memberships

To ensure that we are doing the best for our community and also are mindful of good governance and trends within the sector, bibic, and/or our CEO are members of several organisations. These have been invaluable in supporting out charitable reach and opening up new connections and networks across the sector.
Our memberships currently include NCVO, The Chartered Institute of Fundraising, The Fundraising Regulator, Somerset Chamber of Commerce, the British Psychological Society and The Lucidity Network.

To continue to develop the management team we also work with several coaches and mentors who are specialist in their fields. This insight provides ongoing learning for leaders and managers at bibic.

The charity places great importance on collaborative relationships with a vast range of other organisations and has continued to build our network with likeminded organisations. These include The NHS, Somerset VCFSE, myESS, Spark Somerset, NeuroConnect, Spinning World of Autism, Parent Carer Forums, TLE Coaching, The Inclusion Project, Insight Consultancy, to name a few.

These relationships help raise awareness of key issues affecting mutual communities, share learning and enable families to access wider support and information. bibic aims to continue to develop relationships across the sector and continue to do more collaborative work.

Our fundraising standards

bibic is registered with the Fundraising Regulator and is committed to the Code of Fundraising Practice. We make sure our Fundraising team are kept up to date with legislation and best practice and they support people fundraising in the community to uphold these same standards. In the last year we did not receive any complaints about our fundraising and marketing activities. In the situation that a complaint is received, we aim to review and resolve the situation in line with bibic's complaints policies, escalating to external regulators if required.

Registered with FUNDRAISING REGULATOR

Trustees' Statement

(Representation letter)

We confirm to the best of our knowledge and belief and having made appropriate enquiries of other directors/trustees and officials of the charity, the following representations given to you in connection with your examination of the charity's financial statements for the year ended 31st March 2025.

General

1. We acknowledge as directors/trustees our responsibility under the Companies Act 2006 / Charities Act 2011 for the financial statements which give a true and fair view and for making accurate representations to you. All the accounting records have been made available to you for the purpose of your independent examination and all the transactions undertaken by the charity have been properly reflected and recorded in the accounting records. All other records and related information, including minutes of management meetings, have been made available to you.

2. The financial statements are free of material misstatements, including omissions.

3. We believe that the effect of any uncorrected misstatements is immaterial both individually and in total.

Internal control and fraud

4. We acknowledge our responsibility for the design and implementation of internal control systems to prevent and detect fraud and error. We have disclosed to you the results of our risk assessment that the financial statements may be misstated as a result of fraud. We have disclosed to you all instances of known or suspected fraud affecting the entity involving management, employees who have a significant role in internal control or others that could have a material effect on the financial statements. We have also disclosed to you all information in relation to allegations of fraud or suspected fraud affecting the entity's financial statements communicated by current or former employees, analysis, regulators or others.

Assets and liabilities

5. The charity has satisfactory title to all assets and there are no liens or encumbrances on the charity's assets, except for those that are disclosed in the notes to the financial statements.

6. We have recorded or disclosed, as appropriate, all liabilities, both actual and contingent, and have disclosed in the notes to the financial statements all guarantees that we have given to third parties.

7. We have no plans or intentions that may materially alter the carrying value or classification of assets and liabilities reflected in the financial statements.

Accounting estimates

8. Significant assumptions used by us in making accounting estimates, including those measured at fair value, are reasonable.

Loans and arrangements

9. The charity has not granted any advances or credits to, or made guarantees on behalf of, directors / trustees other than those disclosed in the financial statements.

Legal claims

10. We have disclosed to you all claims in connection with litigation that have been, or are expected to be, received and such matters, as appropriate, have been properly accounted for, and disclosed in, the financial statements.

Law and regulations

11. We have disclosed to you all known instances of non-compliance or suspected non-compliance with laws and regulations whose affects should be considered when preparing the financial statements.

Related parties

12. Related party relationships and transactions have been appropriately accounted for and disclosed in the financial statements. We have disclosed to you all relevant information concerning such relationships and transactions and are not aware of any other matters which require disclosure in order to comply with the requirements of the Companies Act 2006 / Charities Act 2011 or the SORP.

Subsequent events

13. All events subsequent to the date of the financial statements which require adjustment or disclosure have been properly accounted for and disclosed.



Going concern

14. We believe that the charity's financial statements should be prepared on a going concern basis on the grounds that current and future sources of funding or support will be more than adequate for the charity's needs. We have considered a period of twelve months from the date of approval of the financial statements. We believe that no further disclosures relating to the charity's ability to continue as a going concern need to be made in the financial statements.

Grants and donations

15. All grants, donations and other income, the receipt of which is subject to specific terms or conditions, have been notified to you. There have been no breaches of terms or conditions in the application of such income.

Yours faithfully,

Caroline Jameson
Chair of Trustees

Signed on behalf of the Board of Directors/Trustees
bibic

Date: 24th November 2025

Trustees' statement

from the Chair of Trustees

by Caroline Jameson

The Trustees (who are also Directors of bibic for the purposes of company law) are responsible for preparing the Trustees' Annual Report (including the strategic report) and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently;

- Observe the methods and principles in the Charities SORP 2015 (FRS 102);

- Make judgements and estimates that are reasonable and prudent;

- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and

- Prepare the financial statements on an going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

In so far as each of the Trustees of the charity at the date of approval of this report is aware, there is no relevant audit information (information needed by the charity's auditor in connection with preparing the audit report) of which the charitable company's examiner is unaware. Each Trustee has taken all of the steps that they should have taken as a Trustee to make themselves aware of any relevant audit information and to establish that the charitable company's examiner is aware of that information.

This Trustees' Annual Report, incorporating the strategic report, was approved by the board of Trustees on 24th November 2025 and signed on its behalf:

Caroline Jameson,
Chair of the Trustees

Reference and administration

Charity Number 1057635

Company Number 3217418

Registered Office bibic
Old Kelways, Somerton Road,
Langport, Somerset, TA10 9SJ

Directors and Trustees	Appointed	Resigned	Role
Laura Voyle	10 June 2016	1 August 2024	Chair from 21 Sep 2020
Amit Bali	29 November 2017	31 December 2024	
Ross Henley	26 July 2021	24 March 2025	
Hugh Gregory	26 September 2022		Treasurer from June 2023
Catherine Lombardo	26 September 2022	31 May 2025	
Caroline Jameson	30 January 2023		Chair from 29th July 2024
Jason Whyte	30 January 2023		
Angharad Hughes	30 January 2023		
Daisy Forster	24 March 2025		
Luke Voulgarakis	24 March 2025		
Vicki Phillips	16 June 2025		
Sarah Esler	29 September 2025		

Senior Leadership Team

CEO	Philippa Buckley	
Head of Therapy and Business Development	Chelsey Oxley	
Finance Manger	Philip Cullum	
Senior Fundraising Officer	Gemma Pack	Promoted February 2024

Independent Examiner

Dick Maule FCA
The Cross House, South Woodchester,
Gloucestershire GL5 5EL

Fundraising Consultant

Karen Edgington

Bankers

Barlcays Bank Plc, 1 Church Place, London E14 5HP
CAF Bank Ltd, 25 Kings Hill Avenue, West Malling, Kent M19 4JU
Natwest Plc, 8 York Buildings, Cornhill, Bridgwater, Somerset, TA6 3BU



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Old Kelways, Somerton Road,
Langport, Somerset, TA10 9SJ

Registered charity no. 1057635
Registered company no. 03217418

bibic

Transforming lives through developmental therapy

BIBIC

England & Wales - Charity number 1057635

Accounts



bibic

Transforming lives through developmental therapy

Annual report and financial statements

For the year ended 31 March 2024

Contents

Welcome 1

Trustees Report (Incorporating the strategic report) 3

Financial statements 36

- Independent examiner's report 37
- Statement of financial activities 38
- Balance sheet 39
- Cash flow statement 41
- Notes to the cash flow statement 42
- Notes to the financial statements 43

Structure, governance and management 56

Reference and administration 62

Welcome

From the Chair of Trustees

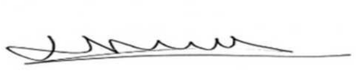
It was a hard decision to step down from the Board given how important the charity is to so many families and how critical the work is. However, after over eight years on the Board and nearly four as the Chair, I felt it was the right time to bring in some new leadership and set bibic up for the next chapter. In Caroline, I had found the perfect person to take over and I know she will do an amazing job along with the other dedicated Trustees on the Board. Caroline has been on the Board for well over a year and brings a wealth of experience and insights. We have been working together for six months to ensure a smooth handover and continuity in leadership and knowledge.

As I reflect on the last eight years, it is wonderful to think of everything bibic has achieved and the difference it has made. It has been nothing but a privilege to be involved and a real honour to have met some of the amazing children and family we support.

Without bibic, the lives of hundreds of children every year would be more difficult, more lonely, more confusing, and more chaotic. The therapy and the support we provide transforms children and young adults' lives. It dramatically improves family life. It results in less school exclusions and better educational outcomes. It reduces anxiety, depression, self-harm and suicidal thoughts. It is quite literally life changing.

With that in mind, I would urge anyone and everyone who can to support this wonderful, impactful charity. It has a big job to do, and it can only do it with the help of others. To all those who have already supported bibic, thank you so much and please keep going! To anyone who is new to bibic, please know your donation, be it time or money, will make a huge difference.

A big thank you to the therapists and the wider team at bibic who are among the most hard working and dedicated people you can find. I will continue to support bibic as a volunteer and donor, but as I step down from my official role on the Board, I do so safe in the knowledge that the best days for bibic lie ahead of it.



Laura Voyle,
Chair of Trustees



Dear Friends and Supporters of bibic,

I am honoured to step into the role of Chair of Trustees for bibic as of August 1st 2024. It is with great respect and admiration that I acknowledge the incredible dedication and support of Laura, who has led our board with unwavering commitment. On behalf of the entire board, I extend our gratitude to Laura for her outstanding leadership and tireless efforts in advancing our mission. Laura, your contributions have been invaluable, and I am acutely aware that I have big shoes to fill.

As a seasoned marketeer, I bring a wealth of experience from a business perspective. Key to success is the ability to understand the vision and deliver through a range of strategies and approaches, working seamlessly with other stakeholders. Moreover, I use my ability to think creatively and strategically combined with a 'let's make it happen' focus.

In my spare time, I have been a fundraiser for similar charities to bibic as a result of my youngest child being born prematurely and later diagnosed with Cerebral Palsy. I fully understand a parent's perspective of having a child with a neurological condition and the need for them (and us as parents) to help achieve their full potential. It can be daunting at times, but when you get the right support, it can also be amazing for all involved. I am deeply committed to our cause and excited to bring my experience and passion to this role.

As we navigate these challenging times, it is clear that the children and young adults we support are among those most affected by the ongoing cost-of-living situation we face in the UK today. This crisis has placed additional strain on the most vulnerable in our society, and the demand for our services remains exceptionally high. Despite these challenges, our commitment to providing essential support and making a positive impact on the lives of those we serve remains steadfast.

The current economic environment has made fundraising particularly difficult, and I want to extend a heartfelt thank you to all who have donated and raised funds for bibic. Your generosity and efforts are deeply appreciated and crucial to our ability to continue our work.

Looking ahead, my vision for bibic is to navigate this period of financial uncertainty by building a strong funding pipeline and ensuring that every penny spent has a good return on investment. For everything we do well to raise funds, we'll look to see how we can do it better. On activities where we're not seeing good growth generation, we'll look to adapt.

The wider bibic team continues to work tirelessly and passionately to do this vital work. Our focus remains on providing the best service available to those who depend on us. Together, we will strive to meet the growing needs of our community and ensure that every child and young adult receives the support they need to thrive.

I encourage you to stay involved and continue supporting our mission in any way you can. Whether through donations, volunteering, or spreading the word about our work, your involvement makes a significant difference.
Thank you for your continued support and belief in our mission. Together, we can transform lives.



Caroline Jameson,
New Chair of Trustees



Our purpose

Why we exist

We offer holistic therapy to children and young adults with neurological, behavioural, and developmental challenges, enabling them to understand themselves and the world around them. We champion their perspective, helping others to see it too. Together we transform families' lives so they can thrive.

Children and young adults with disabilities and additional needs are often unsupported and excluded from society because there is a lack of understanding about their needs and how they can be met.

At bibic, we passionately believe that every child and young adult deserves to thrive, contribute in their community and live happy lives. Increasingly we see children and young adults with less understood, hidden health or behavioural needs as well as those with profound disabilities or special educational needs. With or without a diagnosis, we're here to help them overcome their challenges.

Our holistic assessments and therapies are both bespoke to each child or young adult and as individual as they are. We support the whole family, not just the child or young adult we are working with.

Families can find themselves in crisis. We stand by their side to help them understand their child's needs, empowering them with strategies to support their daily life and long-term development.

Public benefit statement

The Trustees confirm that they have paid due regard to the Charity Commission's general guidance on public benefit under the Charities Act 2011.

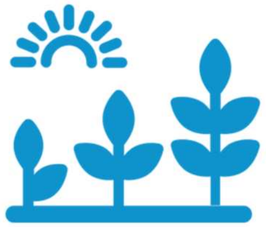
In particular, they consider how planned activities will contribute to the aims and objectives of the charity and are satisfied that all activities continue to be related to its purpose as set out in the governing document.

The charity exists to benefit children and young adults with a wide range of additional needs and disabilities and their families. Our public benefit is best understood through the words of the families themselves and we have shared as many as possible with you within this report.

Holistic



Transformative



Nurturing



Progressive



What we do

bibic is the UK's sole organisation offering such a personalised and comprehensive therapy approach. We assess the individual as a whole, crafting a tailored therapy plan that addresses the unique needs of each child or young adult. This plan combines sensory, cognitive, behavioural, emotional, developmental, and physical exercises, along with practical strategies for home, school, and everyday life. Children and young adults with disabilities and additional needs often face multiple diagnoses or overlapping challenges, requiring specialised and thorough therapy. Our "whole person" approach ensures more effective and lasting positive outcomes.

This core service represents 50% of the work we do.

bibic's detailed report helps families access further support from the NHS, local authorities, at nursery, school, or college and through other organisations. Every full assessment package costs around £2,145. The family is asked to contribute £650 and bibic fundraises the remaining £1,495.

64% of the children and young adults we support have no diagnosis.

We have a special fund to help cover the £650 contribution for families with a low income, keeping true to our founding vision of never turning away a child or young adult who needs our support. Thanks to the support of several donors, including Irwin Mitchell LLP, Disa's Fund and Somerset Community Foundation (Wessex Water Community Fund), this year our fee-waiver fund helped twenty-five families access crucial support.

Our core service:

Two day assessment, bespoke therapy programme and support package

Day one

Our Therapists collaborate closely with the child or young adult, conducting a variety of tests, screeners, exercises, and observations. By listening attentively to the entire family's concerns, they gain a comprehensive understanding of the challenges and needs involved. From this insight, they develop a customised developmental therapy programme tailored to address the specific needs of the child or young adult.



Day two

On the second day, we equip parents and carers to take on the role of therapist by thoroughly explaining the therapy plan, providing training, and offering ongoing support to help them implement it at home.



Keyworking

We maintain close communication over an agreed period, offering ongoing support through regular scheduled calls whenever needed. At the six-month mark, we conduct a formal progress evaluation and continuously introduce new therapies and strategies to align with their ongoing development.

After six months, we invite families back for a reassessment and additional support if needed. Our post-service support sessions and tailored consultations offer families greater flexibility. Many families continue to receive our support for years, ensuring long-term care for children and young adults.

bibic strategic priorities

2023 - 2028

Mission Statement

We offer holistic therapy to children and young adults with neurological, behavioural, and developmental challenges, enabling them to understand themselves and the world around them. We champion their perspective, helping others to see it too. Together we transform families' lives so they can thrive.

About bibic

bibic is a small national charity making a big difference. Since 1972, we have evolved into a national charity supporting not only those with brain injuries but a wide range of disabilities, developmental conditions and learning difficulties; bibic passionately believes that every child and young adult deserves to reach their potential and live a fulfilling life.



We deliver assessments and bespoke developmental therapy to children and young adults and training to parents and professionals. We see them with or without a diagnosis and support a wide range of difficulties, including conditions such as autism, ADHD, cerebral palsy, global developmental delay, Down's syndrome, sensory processing difficulties and many more.





Who we exist for

Children and young adults, between the ages of 6 months and 25 years with neurological, behavioural, and developmental challenges.

Our values

We have values that encompass everything we do at bibic.

Holistic 360°

A blend of sensory, cognitive, emotional, developmental and physical exercises that support a child or young person's specific needs. We go 360 and are for the whole family.

Nurturing

It's what we do best. We know that the child or young person and their families can experience intense stress, isolation and exhaustion. We stand by their side to help them understand the specific needs, empowering them with strategies to support daily life and long-term development. Care shines here.

Transformative

We recommend small changes which are achievable and make a big difference. We explore all areas of the individual's development in order to unpick the foundation causes of their challenges and provide strategies to thrive.

Progressive

We offer support with or without diagnosis. We find the answers families are searching for and explain them in terms that everyone can understand, no question is too silly. Always learning and always improving.

Strategic pillars and objectives

Pillar 1

Expand bibic's reach to more families

1. Review and implement efficiencies in the delivery of bibic therapy.
2. Continue to deliver clear and bespoke offers to families.
3. Continue to improve impact measurement building on Impact Report recommendations.
4. Expand and enhance digital offer to increase income generation through therapy.
5. Develop and implement bibic's EDI vision across the whole organisation.

Pillar 2

Grow sustainable income streams

1. Adhere to the Fundraising Strategy and action plans as per each financial year.
2. Prioritise diverse fundraising income streams and build sustainable income.
3. Implement the new Communications Strategy and Marketing Plan.
4. Restructure the organisation to ensure that fundraising streams are targeted correctly with the right skill set.
5. Recruit a bibic Ambassador to promote bibic externally.

Pillar 3

Maximise value of all resources

1. Continue to develop leadership and senior expertise.
2. Review and implement opportunities to develop partnerships with other likeminded organisations.

Our other services

We also have a range of other services that families can access at varying prices ensuring our services are accessible to all. These services can be standalone or combined to offer bespoke packages that still align to our values. These services are usually delivered digitally but can also be delivered face to face, aside from dyslexia, Irlen and Johansen which can only be delivered in person.

Short assessments

We offer short assessments to look at a specific difficulty around behaviour, wellbeing, early years development or sensory processing. Therapists will collect evidence from the parents, children or young people listening to all their concerns and difficulties. From this the therapists can evaluate these difficulties to see if they align to any specific condition and then provide strategies for the families, children, or young people to carry out at home to alleviate these struggles.

Screeners

Our Therapists carry out screening tools for Autism, Attention Deficit Hyperactivity Disorder, dyspraxia, dyslexia, and sensory processing difficulties. Our detailed reports can provide supporting evidence to help families gain a diagnosis. Most importantly, strategies are also given to support the family, child or individual in managing these associated difficulties.

"We feel completely seen and heard for the first time. The Therapists are fantastic and the focus on practical strategies and tools give us knowledge and confidence to better support the children."

School Liaison

bibic Therapists often liaise directly with professionals at nursery, school or college about an individual child or young adult. This may include joining families for meetings with teachers or attending Educational Health and Care Plan and multidisciplinary meetings. We also visit schools to carry out our full assessment for a child within the classroom setting if that is where they are experiencing significant difficulties. We can also assess whole class groups to support teachers in managing and supporting the whole group's sensory needs. This crucial support helps families access more support for their child and helps teaching staff to better understand the child's needs so they can enable them to thrive and reach their potential.

Irlen syndrome screening

This service specifically investigates visual processing. Visual processing can impact on reading, writing, attention and concentration, headaches, light sensitivity and many more. It can affect people of all ages and can change and shift over time. The assessment consists of looking at different images and observing the varying amounts of discomfort they can cause. From this specific-coloured overlays will then be given which can have a huge impact on a person's ability to complete certain tasks. Irlen can be delivered alongside other services to gain a better more holistic picture of an individual as well.

"The bibic Therapists were so sensitive to our needs, particularly our child's. The assessment process was informed and validating. We feel more prepared for the next steps on the journey of life ahead of us."

Split assessment

A split assessment can be an alternative to the 2-day bibic assessment. This is achieved by booking two standalone assessments. Initially, in most cases, a digital assessment which is approximately 3 hours and then an in person, 1 day assessment.

The digital assessment can include one or two of the following: ADHD and related needs, autism and related needs, sensory processing and related needs or wellbeing and related needs.
The 1-day assessment can cover areas such as underlying ability, language, working memory, processing and visual perception, however, the Therapist will choose the appropriate assessments and tests at their discretion and based on their professional judgement after the history element of the assessment.

Some families find that splitting the assessment is more manageable. This is a result of feedback from all the complete tests and the corresponding recommendations being spread out over two appointments.

Families are provided with a designated period of bibic key working, determined based on their assessment.

The family services team have implemented split assessments to decrease waiting times for families. By utilising shorter assessments, which only require half a day, we can accommodate more appointments. Additionally, we have increased availability for full-day assessments as they are less time-intensive. This approach allows us to optimise our scheduling. As a result, parents can receive support more swiftly, culminating in a total of nine months of key working. The information provided regarding their child and support strategies is delivered in two parts, making it easier for parents to understand and effectively process the information.

Johansen Individualised Auditory Stimulation (JIAS)

This six-to-eighteen-month programme involves listening to specifically composed synthesised music that is proven to stimulate the neural pathways of the brain that deal with language and auditory information. Many individuals see improvements in noise sensitivity, expressive language, processing speed, word finding skills as well as memory, listening, concentration, language comprehension and self-esteem.

Training seminars and webinars

These sessions bring together both parents/ carers and professionals, covering topics such as managing challenging behaviour including ADHD, sensory processing, developing independence, working memory and processing, dyslexia, dyspraxia and dysgraphia, social and emotional development, language development, visual processing, typical child development and autism. They help increase understanding of the needs of children and young adults with disabilities and additional needs and how best to meet them. We also provide bespoke training for other organisations such as schools, voluntary organisations, and prisons.

Additional Support

Parents, or a young adult themselves, can book regular or ad hoc telephone or video consultations with a therapist to discuss specific issues in depth and support their ongoing development. Our post-diagnosis support sessions provide specific strategies for children and young adults who have been given a diagnosis. Our Support and Advice Line (SAL) provides immediate telephone, text and email support for parents, carers and teachers, or a young adult themselves. Whether it is for advice with day-to-day concerns, handling behaviours and meltdowns, questions about our therapies or signposting other support, we are here when they need us. Our post-service support sessions deliver a flexible service for families that have completed their six months of key working support after a full assessment, but who do not need a re-assessment and a further key working period.

This year we have continued to deliver interactive, live online Q&A sessions to provide regular and free access to Therapist support. These sessions provide immediate support for families on our waiting list or those who are currently working with a therapist. They will also give us a platform to significantly increase our reach, accessibility, and impact with more families across the UK.

Who we support

bibic supports children and young adults (aged 6 months to 25 years) with a vast range of disabilities and additional needs. In 2023/24 this included over 50 different diagnoses or suspected diagnoses, including but not limited to acquired brain injury, autism, attention deficit disorder, attention deficit hyperactivity disorder (ADHD), global developmental delay, cerebral palsy, Down's syndrome, sensory processing difficulties, dyslexia, and dyscalculia.

Their needs are often complex, with symptoms or difficulties overlapping. Some have profound and multiple neurological disabilities and others have difficulties that severely impact their daily lives. We increasingly see children and young adults with less understood, hidden difficulties such as behavioural, sensory, developmental, communication or mental health difficulties caused by unmanaged conditions.

"It was fabulous in every respect. We came for answers and got them with a full, clear and understandable explanation and reasoned feedback was given in an 'easy to take in' manner."

544 **children and young adults**
899 **parents and carers**
533 **siblings**

Note: Our previous Annual Report's figures included only children and young adults who received their first service within the year. We recognised that this does not accurately reflect our impact. The figures above now include those who are still receiving key working support after their first assessment in the previous period.

64% **of the children and young adults we support come to us without a diagnosis**

Many parents cannot get their concerns heard and come to us desperate for help for their children and young adults. They describe intense family stress including stress to siblings, exhaustion, social isolation, and parental separation. Our holistic approach aims to support the whole family, not just the child or young adult. The wellbeing of the whole family is at the heart of our approach.

During each year we not only support the families who come to us for one of our services, but also families we have already worked with who are still receiving key working support after an assessment during the previous year. This year we have directly helped a total of 1,980 people.

544 **children and young adults were supported within our assessments in 2023 - 2024**

Girls tend to present in wider ranging/subtle ways, particularly for autism. They tend to mask behaviours and have better social integration skills. Early intervention is vital, and we work with healthcare and education professionals to help improve early identification.

"Very friendly & helpful team. I always felt comfortable to ask questions and felt listened to. Everyone was friendly to my child."

We support children and young adults across the UK

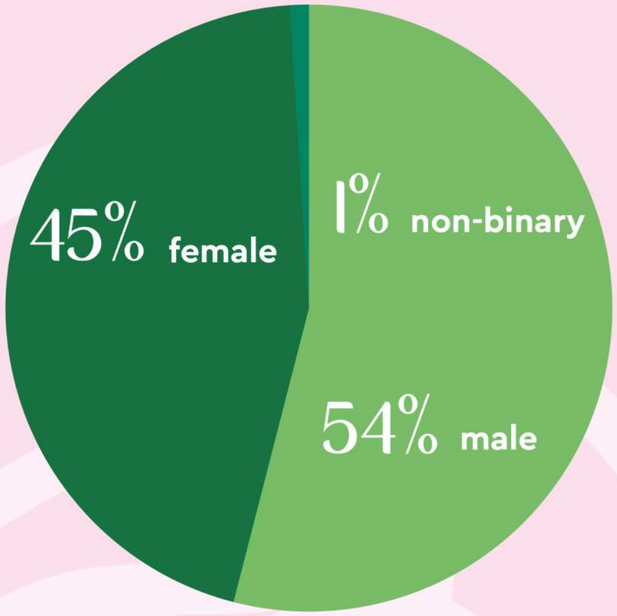
The average age we support is 10 years old

Most children we support are aged 3 – 16 years old

82% **live within the South West near our National Therapy Centre in Somerset and we see clusters in areas of deprivation and urban areas.**

"I cannot thank you enough, the therapists went above and beyond with my child, they really took their time and really understood my child and our issues. There is not enough words to say how grateful we are, bibic is worth its weight in gold!"





"I think you're providing a wonderful, important service and plan to bring my daughter too in future. I want you to know that we have reflected a lot of what was said and the tactics suggested, it was so affirming to know that it wasn't all in my head and it will give me both conviction with dealing with health professionals and will also be taken more seriously because it's a professional report."

Activities delivered this year

This year, for the first time since the pandemic, we saw a decrease in enquiries with 911 families getting in touch to discuss our support. The waiting list for a two-day assessment still stood at 68 weeks at year end. Despite the slight decrease in enquiries the demand for our services still outweighs our current capacity. Growing sustainable income to support the demand remains our greatest strategic challenge.

Enquiries received

691 in 2020-21

1,059 in 2021-22

1,315 in 2022-23

911 in 2023-24



Our two day assessment, therapeutic and ongoing support programme represents around 50% of what we do.



"Relaxed, friendly. In-depth assessments providing a lot of clear and helpful knowledge on my child as an individual case (not just 'autistic'). It is good to find a service that offers bespoke advice and programmes for individuals."

We delivered **544** assessments and other services



270 of these were our two day assessments - a **39%** increase on the previous year

12 children and young adults had a re-assessment and a further six months of key working support after their initial two day assessment, therapy and support.

73 children and young adults benefitted from the powerful intervention provided by Johansen Individualised Auditory Stimulation and 25 were able to benefit from our Irlen Syndrome screener.

159 children and young adults were helped through our other services. These include our one-day assessments, screeners, consultations, post-service and post-diagnosis sessions, as well as our shorter assessments focused on wellbeing, behavioural, early years development and sensory needs.

A further **500** people participated in bibic training sessions and **486** attended our workplace training sessions.

Our Therapy team spoke with **71** families through our free Support and Advice Line.

How we make a difference

The families, children, and young adults we support face a wide range of challenges, each one as unique as their circumstances. Through our tailored therapeutic interventions, we make a meaningful impact, delivering life-changing outcomes such as:

• A reduction in mental health challenges linked to neurodiversity, including anxiety, depression, obsessive behaviours, hyperactivity, self-harm, aggression, and suicidal thoughts.

• Enhanced self-esteem, confidence, self-awareness, and independence, empowering individuals to thrive.

• Decreased incidents of school exclusion and refusal, with many successfully reintegrating into educational settings.

• Improved cognitive abilities, comprehension, and communication, leading to better engagement in learning environments.

• Greater concentration, academic performance, and active participation in school.

• Significant progress in gross and fine motor skills, alongside improved coordination, and movement.

• Advancements in speech and language capabilities.

• Better management of functional behaviours like sleep, eating, and toileting.

• An increased ability to form and maintain social relationships.

• Enhanced community involvement and collaborative group work.





- Strengthened family bonds and cohesion.
- Improved chances of receiving accurate diagnoses through our comprehensive assessments.
- Easier access to essential support services from local authorities, the NHS, nurseries, schools, colleges, and universities, facilitated by our expert liaison.

Our Theory of Change, implemented in late 2022, ensures that the goals set at the start of each therapy plan are directly linked to measurable, positive outcomes, including:

- A deeper understanding of specific needs.
- Improved mental well-being.
- Greater independence and life skills.
- Increased engagement with education.
- Fewer instances of challenging behaviour.
- Reduced family stress.

Each of these achievements allows families, children, and young people with neurodiversity and additional needs to play an integral role in society, live fulfilling lives, and reach their full potential. Over the past 50 years, our Therapists have empowered more than 22,000 children, young adults, and their families, helping them transform challenges into opportunities for growth and success.

How we measure success

Our evaluation processes are much more enhanced and ensure we receive feedback from the parents, children, and young adults. We are now getting better response rates (14% increase on the previous year) and higher quality data and feedback. These new systems also more effectively involve children and young adults (if developmentally able), especially younger children. To add to this, we have introduced "Brains of bibic" a service user forum for children and young adults that bibic have supported. It enables them to give their view on what went well during their assessment and what could have been improved.

We use robust, nationally recognised tools to capture evidence of the difference we make. These tools measure changes in wellbeing, independence, engagement with education, behaviour, and family stress. They allow us to gain real depth of understanding and regular monitoring enables new exercises and strategies to be introduced in line with the child or young adult's development.

Our approach includes:

- Goal Based Outcomes (GBOs): A ten-point scale outcome measure for children and young adults with additional needs/disabilities. Goals are identified at assessment and measured at least twice afterwards.
- Parent/carer and children/young adult surveys: Different versions of surveys which provide a baseline from initial assessment and after six months.
- Experience of service questionnaire: To capture feedback about the experience of bibic after assessment, with different versions for the parents/carers and the child or young adult.

Recognised as a recommended specialist service across numerous Local Authorities who signpost families to bibic; this helps our reports to be used as evidence to help support children and young adults to access statutory support through Education, Health, and Care Plans (EHCPs).

What parents and carers told us

97% agree or strongly agree that bibic helped them better understand their child and their needs

82% said that the goals set during the assessment had been achieved

81% agreed or strongly agreed that bibic's support helped to reduce family stress

75% feel their child is happier after bibic's support

73% think the school better understand their child's needs after bibic's support

67% think that bibic's support helped them to get a diagnosis for their child

The statistics shown are based on feedback from a parent and carers survey completed during 2023-2024

Equity, diversity and inclusion (EDI)



Over the past year we have achieved some key goals in this area, however there is still much work to do to ensure that we are as inclusive as we can be in all aspects of our work.

Our future plans are to:

- Recruit two Young Ambassadors who are neurodiverse to report to the Board on service development and fundraising and marketing development.
- Develop a Youth Network for young adults who have been to bibic to support service development and delivery.
- Continue to expand awareness of our work outside of the Southwest to ensure that we are accessible for families that need us, particularly within deprived and urban areas.
- Add photo descriptions and subtitles to our social media content.
- Join the 'My Name Is' Campaign and add phonetic spellings of our names to the website and our email signatures.
- Consider the possibility and costs of training a Developmental Therapist in British Sign Language.
- Review our Unconscious Bias training and ensure that all staff have their training renewed.
- Continue to celebrate the work that we do and the diversity of those we exist for.

This year we have:

• Reviewed, updated, and shared our new language policy – this policy is embedded in all of the language that we use at bibic.

• Added Pronouns to our Email signatures.

• Trained our Therapy Team up to Level 4 in Makaton.

• Reviewed our online services to ensure that they meet the needs of those who are being assessed, including Parents and Carers.

• Held eight weekly EDI meetings with our EDI working group which includes representatives from all of our departments.

• Held our Brains of bibic Service User Forum to understand the feedback from younger children who have attended bibic and adapted our services accordingly.

• Promoted our bibic values in all that we do and embedded these values in our day-to-day work.

• Regularly reviewed and updated our EDI Action Plan.

• Reviewed the fee waiver policy to ensure that all families are able to access our fee waiver pot to support with assessment costs.

"This year, our EDI efforts at bibic are focusing on fairness, diversity, and inclusion to create a more welcoming environment where every voice is heard, understood, and respected. We've improved our communication support resources within assessments by incorporating Makaton and Widget, to ensure equal opportunities for those with communication challenges. Our unconscious bias training is helping us build a more respectful workplace, and we're constantly updating our language policies to maintain inclusivity. We are in process of introducing phonetic spelling through the #mynameis movement, to ensure that everyone's name is pronounced correctly, honouring their identity and heritage. As we move forward, we aim to keep ensuring our services are accessible to all. "

Charis, Developmental Therapist, EDI Lead.

Case Study:

Ben's* Journey: From Challenges to Triumphs

Ben came to bibic facing a myriad of challenges that were affecting his daily life and development. Concerns had been raised about his sensory processing difficulties, his ability to express language, his independence, and his capacity to manage in a classroom environment. Ben's thorough assessment at bibic quickly revealed significant sensory needs that were impeding his language development. Alongside these sensory difficulties, Ben also struggled with a speech delay, which was impacting his social interactions and overall development.

Despite these challenges, it was evident that Ben possessed a natural intelligence and had the capability to handle work appropriate for his age and beyond. Ben's family sought help from bibic to understand whether Ben's behaviours might be due to neurodiversity. The assessment explored various areas, and although Ben displayed traits of autism, it was considered that these could stem from his complex sensory needs and speech delay. These factors appeared to mimic some autistic traits, and it was observed that Ben also exhibited behaviours potentially aligned with ADHD. Ben's therapist advised the family to pursue further evaluation if they wished to clarify these aspects.

At bibic, our goal is to help families gain understanding and provide effective strategies, regardless of the diagnostic outcome. Ben's family received strategies to better manage his behaviours at home, which had become increasingly challenging, and to ensure his safety. They also sought advice on supporting Ben's future integration into school, expressing concerns about this transition, even though Ben's current school had been very supportive.

Together with Ben's family, goals were established to be reviewed at the end of their key working sessions. These goals included improving Ben's communication with adults outside the home, reducing the frequency of meltdowns, and helping Ben to better regulate his sensory system.

The progress Ben has made since the assessment is remarkable. His school reported significant improvements in his speech; he is now speaking more clearly, using a wider range of words, and beginning to blend words with phonics. Ben has also achieved greater independence, going to the toilet on his own with fewer accidents and freely engaging in tasks of his choice. His sleep has improved dramatically, and meltdowns have become much shorter and easier to manage. Ben even had his first haircut, a milestone that seemed unattainable before.

Our support for Ben is ongoing, and his family continues to receive strategies to help him thrive. The improvements seen in Ben have been immense, thanks to the understanding and techniques provided by bibic, coupled with the love and perseverance of his family. Witnessing Ben's progress has been incredibly rewarding, and his journey from challenges to triumphs serves as a testament to the power of dedicated support and family resilience.

*Not real name. Child's name has been kept anonymous

Our Strategic Pillars 2023 - 2028

Progress against strategic objectives for Year 1



Pillar 1 –
Expand bibic's reach to more families.

Achievements

• Reviewed and redesigned the enquiry process for families to enquire about bibic services ensuring that families are responded to in a timely manner.

• Reduced the waiting list from 68 weeks to 54 weeks by creating a split assessment to ensure that we are making the most of our available therapeutic sessions.

• Delivered key working sessions to young adults who were able to meet one to one with their Therapist without parental support, increasing engagement and therefore making strategies used more likely to support with individual needs.

• Aligned our reports to statutory services ensuring continuity and consistency across the sector.

• Continued our Free Support and Advice line to support more families at a direct point of need.

• Developed our online services for shorter assessment to ensure access to our services in the timeliest manner.

• Continued to review our EDI Action Plan making our service delivery as inclusive as possible.

• Planned the recruitment of two Youth Ambassadors to report to our Board of Trustees to develop bibic's services and ensure inclusivity and diversity.

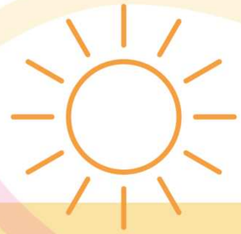
• Delivered a clinic in the West Midlands to support families local to that area who could not travel to the bibic centre.

• Used our social media platforms to reach families all over the UK and beyond.

Lessons Learnt

• Reach doesn't just include geographical reach it also includes the type of assessments we deliver and the conditions that we support – we have seen a growth in support for young girls with sensory and behaviours difficulties which are having a major impact on their mental wellbeing.

• Impact measurement, including reporting on goals, relies greatly on family communication and this is an area we need to develop at the point of feedback to ensure that we are delivering the best services possible to all families.



Pillar 2 –
Grow sustainable income streams

Achievements

• Developed a clear application pipeline for Grants and Trusts to ensure that applications were admitted in a timely and focussed manner.

• Restructured the Fundraising and Marketing Team to ensure that skills met all areas of diverse fundraising.

• Recruited a Fundraising and Events Officer to lead on areas of income growth including Individual Giving, Community and Events.

• Reviewed our fundraising strategy to ensure it could fit the current climate across the sector.

• Developed our brand through a clearer and more focussed marketing plan – developing the language in our ask to donors.

Lessons learnt

The unpredictability of the sector led to concerns around financial growth so we had to look at ways to reduce costs moving into 2024-2025 and beyond while also increasing income to ensure steady and sustainable growth in a difficult climate.



Pillar 3 -
Maximise value of all resources

Achievements

• Invested in staff training and development to support internal skill progression.

• Reached several organisations with our bespoke bibic training including corporate organisations, schools, parent groups and the NHS.

• For the third year running bibic were runner up in the 2024 Somerset Business Awards, Charity of the Year category.

• Delivered our first service user forum for young children engaging them in feedback about bibic's services and how to develop them.

• Developed strategic decision-making skills.

• Created the role of Deputy Senior Therapist to support Therapy development during maternity leave.

Lessons learnt

• Learnt that our live Q & As could be delivered in a more efficient way in the form of a podcast – developed plans to start these in the Autumn/Winter of 2024.

We could not support the hundreds of families we do each year without YOU! Thank you!

We cannot thank our generous supporters enough for allowing us to help so many families this year. We would not be able to do our work without our incredible volunteers or the people and organisations who support us with funding. We are so very grateful for those that have given both their time and money to ensure that we can continue to support the families who reach out for our help.

Fundraising

The team of both staff and volunteers at bibic have worked tirelessly this year to raise the funds needed to support the running costs of bibic. The current economic climate and cost-of-living crisis have created a difficult fundraising landscape for us to navigate. Our dedicated supporters have ensured that we can continue to support families at an elevated level whilst keeping costs as low as we can for families. Additionally, we have been able to continue to offer fee waiver support to ensure that no family faces a financial barrier to receiving our support. This year we have been able to offer more free resources than ever before – a testament to the support we have received this year.

This year:

£107k
was received from grant making organisations.

£80k
was raised and donated by individuals and our events.

£31k
was raised through the fundraising efforts of community led groups.

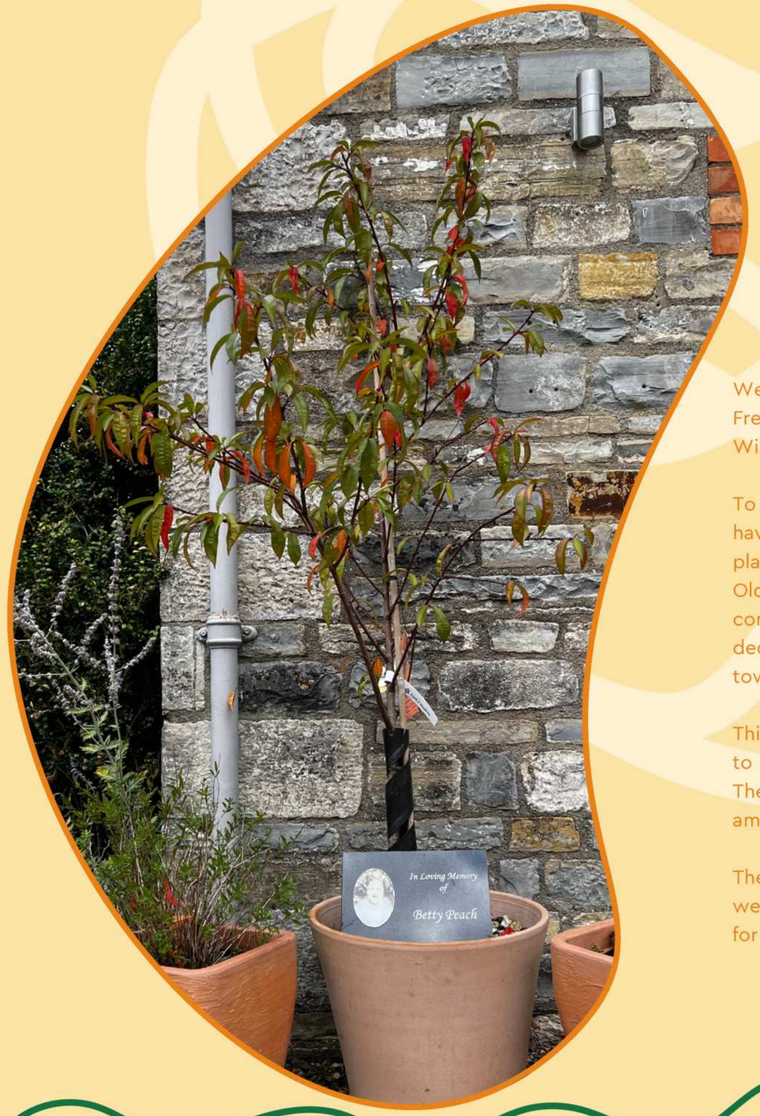
£50k
was donated by businesses through fundraising events or by their staff raising money for us.

Almost £251k
was received from people who kindly chose to remember bibic in their will.

In total this year you have helped us to raise incredible £529k – including £10k in gift aid.

A special Thank You

We would like to give a special thank you to The Postcode Local Trust, Garfield Weston Foundation, Disa's Fund, The Talent Fund, John James Bristol Foundation, and many more who have supported us this year.



In memory

We would like to pay special tribute to Judith Freer who gifted a large legacy to bibic in her Will in memory of her late sister, Betty Peach.

To celebrate and honour this remarkable gift we have purchased a peach tree and commemorative plaque which sits proudly outside our office in Old Kelways, Langport. The tree serves as a continuous reminder of the generous support and dedication we have received over the years towards our charity.

This wonderfully generous donation is being used to support the salary costs of a Developmental Therapist and one of our Family Services team, amongst many other elements of our work.

The peach tree is a treasured asset to bibic and we are very grateful to Judith Freer and her family for such a wonderful gift.

Together we have raised over

£529k

(including £10k Gift Aid)

This is a 28% increase on 2022/23 in which we raised a total of £413K. This growth is due to a large legacy donation we received. The 2022/23 total represented a 7% increase on 2021/22.

We are so thankful to each and every one of our supporters for enabling us to do our crucial work. We could not do it without you.

Thank you to our wonderful families

Thank you to the families of the children and young adults who access our services each year and allow us to share their bibic stories and photographs on social media, on our website, within appeals for support and in our Annual Reports. We would also like to say a special thank you to the families that are part of our Sponsor a bibic Child regular giving programme who have allowed us to document their journey over many years. Being able to share such wonderful stories allows our supporters to see the difference their donation makes. You have helped us reach more families in need and shown them the difference we can and do make. We simply could not do this without your support. Thank you for making it possible.

The bibic Ball 2024

In March of 2024 we held our bibic Ball at the Rembrandt Hotel in London.

This was a fabulous event and a celebration of bibic attended by over one hundred supporters of our wonderful charity. We raised an incredible £45,000 at this event and couldn't have done this without the ongoing support of the Brett family, without whom, our bibic Ball wouldn't exist!

A special Thanks to Paul Brett, our bibic Patron, and Tony and Jane Brett for all of their incredible support of bibic over many years. We are immensely grateful for all you do for bibic. Our bibic Ball is an opportunity to share our charity story and raise an incredible amount of money to transform more lives of children and young adults with neurodiversities all over the UK.

'It was a great night and I really enjoyed it.'
Ball Guest





Thank you also for all of our auction and raffle items donated including a holiday home in Dorset, an Afternoon Tea at the Ritz, a two-night stay at The Rembrandt Hotel and a crate of fine aged Port.

The event was attended by Pip Buckley, CEO, Lauren Gray, Fundraising and Events Officer and Chelsey Oxley, Head of Therapy and Business Development and several of our fantastic Trustees.

Thank you to the Brett family for all of their ongoing support



'What a wonderful event raising over £45,000 for bibic. Thank You to all who attended, we couldn't have done it without you. Thanks to the whole of the Brett family, we are so incredibly grateful for all you do for bibic'. Pip Buckley – CEO

'This was my first bibic ball, and wow, what an event. It was so enjoyable to attend and it was exciting to see so many people supporting our fabulous charity'. Lauren Gray – Fundraising and Events Officer.

"A wonderful evening as always and delighted that it was a success for you'.
Ball Guest



'Thank You so much to Paul Brett and family for organising this event for bibic. We are so grateful to you all. I really look forward to the next one in my new role as Chair.' Caroline Jameson, Chair of Trustees

Volunteers

"All the staff have been lovely and very informative. Thank you for making it such a great experience!" – Rebekah – Student Placement

"Volunteering with bibic has been a really lovely experience. Seeing the change in the children as they go through their tests, opening up to the very patient, talented and caring therapists is amazing. The office is a warm and welcoming environment where everyone is patient and kind. I look forward to coming each week and it feels like they definitely make a difference to the lives of the families that come looking for help and answers." – Pollie, Volunteer

bibic would like to extend its deepest gratitude to all volunteers for the incredible dedication and hard work they have contributed. Their unwavering commitment, whether it's supporting our assessments, assisting with admin tasks, or driving our fundraising efforts, have made a profound difference in the lives of the children and families we serve. Without their tireless efforts, our organisation could not achieve the level of impact that we do.

For those involved in assessments, their compassionate approach and meticulous attention to detail ensure that every child and family receives the support they need. Their behind-the-scenes efforts keep operations running smoothly. Their organisational skills and dedication allow our team to focus on delivering the best possible services to our families, and bibic is incredibly grateful for their support.

In fundraising, their contributions are equally vital. The energy and creativity they bring to our initiatives help secure the resources needed to continue our work. Whether organising events, reaching out to potential donors, or spreading the word about bibic, their efforts make it possible to reach more children and families in need. Every pound raised through their hard work directly impacts the lives of those we serve, and bibic sincerely thanks them for making this possible.

Special appreciation is also extended to our trustees. Their guidance, strategic thinking, and governance ensure that bibic remains true to its mission while operating with integrity and effectiveness. The countless hours they dedicate to overseeing the organisation's direction, managing risks, and ensuring compliance are often unseen but are absolutely essential to our success. bibic is incredibly fortunate to have such a committed and capable board of trustees, whose leadership inspires us all.

Thank you to all our volunteers for everything they do for bibic. Their passion, generosity, and commitment make a world of difference, and our organisation is incredibly fortunate to have them as part of the team. Together, we are making a lasting impact on the lives of children and families, and this success would not be possible without their invaluable contributions.

"I've been fortunate enough to volunteer with bibic since June 2024. During this time, I've been placed with the Developmental Therapy Team and the Fundraising and Marketing Team. This has allowed me to observe how the different areas work within bibic and to see firsthand how dedicated all of the staff are to making a positive difference to the lives of children, young adults and their families. I have felt encouraged to learn about the different conditions that bibic support, as well as the assessments and therapies offered. I look forward to continue volunteering at bibic."

Mia, Volunteer

"I enjoyed being at bibic and appreciate the different aspects that I was able to experience." – Charlotte, Student Placement

"The team that make up bibic are so welcoming and have been encouraging me all week to ensure that I get the most experience throughout the week." – Ralph, Student Placement

Case Study:
Grace's* Journey

Grace, a 12-year-old with a diagnosis of dyspraxia and suspected autism and dysgraphia, faces unique challenges, particularly in social interactions, sensory processing, and academic settings. Grace is highly talkative but struggles with two-way conversations, interprets language literally, and has difficulty understanding jokes. The transition from a small junior school to a larger senior school has been especially challenging for Grace, exacerbating existing difficulties and affecting their mental health. The larger, more complex environment led to heightened anxiety, sensory overwhelm, and frustration. Sensory sensitivities further complicated Ren's experience. For instance, Grace chooses clothing based on texture rather than colour and experiences distress if not wearing something on their torso at bedtime. Unexpected noises, such as fireworks, cause significant anxiety, and certain strong smells and tastes can be both stimulating and overwhelming.

Executive function deficits, such as struggling with time concepts, contribute to Grace's anxiety, particularly when they are late. Despite being able to follow instructions, Grace resists being told what to do, which can lead to frustration and conflict. These challenges are compounded by a deep sense of embarrassment about their dyspraxia and a reluctance to accept their neurodiversities. Mental health concerns have become increasingly prominent, with Grace experiencing suicidal ideation and hallucinations involving threatening figures.

*Not real name. Child's name has been kept anonymous

bibic has been instrumental in recognising the importance of movement for Grace, particularly at the end of the day. Grace now uses large exercise balls to help regulate sensory needs, which has significantly reduced stress and anxiety. Fidget tools have also been introduced to help manage sensory overload, providing Grace with a means to self-regulate in challenging situations.

Grace's journey is ongoing, but several positive outcomes have emerged from the tailored support they have received. Grace has developed a deeper understanding of their neurodiversities, which has allowed for more targeted support, although acceptance remains a work in progress. The introduction of movement-based activities and fidget tools has helped Grace manage sensory overload more effectively, leading to a calmer and more focused experience in school.

Grace's case underscores the importance of a holistic approach to supporting neurodiverse individuals, especially during challenging transitions like moving to a new school. The collaboration between Grace's family, school, and healthcare providers has been essential in creating an environment where Grace can gradually learn to manage their sensory and emotional needs. bibic's involvement has been particularly impactful, demonstrating the value of compassionate and knowledgeable support in helping neurodiverse individuals navigate their complex worlds. While Grace's journey is far from over, the progress made so far offers hope and valuable insights for supporting other neurodiverse adolescents facing similar challenges.

Financial performance

Total income for the year

£769k

2022/23 £647k

Total expenditure

£805k

2022/23

£733k

Operational deficit

£36k

2022/23

£86k deficit

Income from donations and legacies

£529k

2022/23

£413k

Income from charitable activities therapy related income

£226k

2022/23

£220k

Other income

£14k

2022/23

£14k

Although the impact of the pandemic on our charity has lessened and we are able to run Fundraising events, the past year has seen different issues arise, and that is the impact of the political climate and the cost-of-living crisis.

bibic has seen a major impact on our Fundraising income due to delays in Grants and Trusts decision outcomes and the difficulty in securing regular giving from donors. We have seen a drop in our individual giving, including our appeals, but we have seen an increase in our corporate and community giving.

We received a significant legacy in September 2023 which has allowed the charity to designate funds to support two salaries within the Therapy team and run a Therapy clinic.

Therapy income has grown slightly in the last year, and we anticipate this will continue to do so into the future.

The Therapy team have continued to work exceptionally hard to ensure that we are continuing to meet the ever-rising demand for bibic's therapeutic work.

This will always remain our priority and to enable us to do this, we need to focus and rebuild our income from donations, Trusts, and events. Our plan is to diversify the ways in which people can support the charity and appeal to a larger network of donors.

Both our income and expenditure were higher than in 2022-2023 but the deficit decreased from -£86k to -£36k.

Total income for the year was £769k (2022/23: £647k). This comprised: Income from donations and legacies amounted to £529k (2022/23: £413k); Income from charitable activities (therapy related income) amounted to £226k (2022/23: £220k); and other income was £14k (2022/23: £14k).

Total expenditure for the year was £805k (2022/23: £733k).

This resulted in an operational deficit of £-36k (2022-23 £-86k deficit).

Where our income came from 2023/24

- Grants from Trusts & Foundations £107k (2022/23: £204k)
- Donations from individuals incl events £80k (2022/23: £130k)
- Community incl events £31k (2022/23: £22k)
- Corporate incl events £50k (2022/23: £25k)
- Legacies £251k (2022/23: £14k)
- Gift aid £10k (2022/23: £18k)

Total from fundraising £529k (2022/23: £413k)

- Therapy £226k (2022/23: £220k)
- Other (being grants from DWP & interest rec'd) £14k (2022/23: £14k)

Total income £769k (2022/23: £647k)



How we spent the money

- Charitable activities £524k (2022/23: £461k)
- Raising funds £209k (2022/23: £214k)
- Governance/other costs £72k (2022/23: £58k)

Total spend £805k (2022/23: £733k)





Reserves

The Trustees maintain unrestricted funds to reduce dependency on any of the charity's income streams, particularly fundraised income which is subject to fluctuation. The charity is committed to the children, young adults and families who receive support for a minimum of six months, but often many years. The Trustees therefore feel it is important to maintain free reserves at a level which ensures continuity of bibic's unique service and to fund projects that improve services for children and young adults all over the UK.

bibic's reserve policy was developed on the basis of the inherent level of risk within our business model. This model delivers high committed costs/low flexible costs, alongside a blend of unpredictable fundraised income and sustainable therapy income. The Trustees review the policy annually; taking into consideration the principal risks faced by the charity and their mitigations together with likely projected income and expenditure. As a result of this work, the Trustees considered that the current reserves policy was still satisfactory and they aim to maintain a target range of free reserves of between five and eight months of our risk premium, which represents £260k to £418k.

At 31 March 2024, total funds held amounted to

£313k (2022/23: £349k)

Of these, restricted funds were

£32k (2022/23: £111k)

Designated funds were

£95k (2022/23: £57k)

The charity's free reserves were

£186k (2022/23: £181k)

Free reserves comprise the total funds available to the charity, less those reserves whose uses are restricted or designated for specific purposes.

Restricted funds are those that must be spent in accordance with the donor's specific instructions or which have been raised by the charity for a specific purpose. Information about restricted funds is at note 18 in the financial statements. Each restricted gift has a timescale for spend, usually within 12 months. The charity operates a detailed restricted funds register to track and report spend against each gift.

Designated funds are unrestricted funds that have been put aside by the Trustees for planned activities. Designations covering key fixed assets and potential exit costs amount to £45k. Designations for planned activities amount to £50k and include fee waivers and staff employment costs for two staff. With the exception of exit costs, it is the Trustees intention that designated funds are spent within a period of 12-36 months, as appropriate for the planned activity.

The charity sector continues to face uncertainty and the aim of many of the designated projects is to improve efficiency and performance to provide enhanced services and facilities to the children, young adults and families. Free reserves are in place to protect the charity and will be used to cushion the effect of the expected fall in fundraised income in the short to medium term so as to ensure the continuity of services.

There continues to be a need for small charities to use their reserves pot to be able to sustain their work, especially when waiting on large application outcomes from Grants and Trusts, which are taking longer than usual to make a decision and have more applicants than ever before.

The Trustees will continue to consider the balance of risk and thus the level of free reserves appropriate for the needs of the charity in light of forecasts and future requirements. The charity's position against the reserves policy is monitored by the senior leadership team and Trustees on a bi-monthly basis.

Safeguarding



We safeguard in all that we do at bibic...

Our dedication to safeguarding encompasses not only the children and young adults we support but also their families, our supporters and donors, our volunteers, our staff, and all individuals we engage with in the course of our work.

Pip Buckley (CEO) holds over all safeguarding responsibility, and the safeguarding panel is led by Chelsey Oxley (Head of Therapy and Business Development) and Claire Williams (Senior Therapist). Deputy Lead is Natalie German. All of the panel have completed full training and this is reviewed annually. Chair of trustees, Caroline Jameson, provides safeguarding leadership at Board level. We also have created a safeguarding panel within the board so there are now two other trustees who are also responsible for safeguarding, one of which is a Parent Trustee and the other a medical professional.

During the past year we saw a decrease in safeguarding concerns. We made nine safeguarding logs all of which were managed without escalation. There was one concern that was dealt with regarding gaining consent from both parents when there is accusations of domestic abuse. Part of managing this case we made the decision to only gain consent from one parent which is now included in our policy. The reason for this decrease in safeguarding concerns is unknown to bibic.

During the year we:

- Continued to review safeguarding frequently in therapy team meetings, leadership meetings, supervision sessions and at all board meetings.

- Delivered annual update training to all bibic staff and trained new staff joining the charity, further training will be carried out in 2024/2025

- Managed, reviewed and reported to trustees zero (2022/23: four) cases of concern within families and nine (2022/23: two) cases of concern in other groups (e.g. donors, staff, volunteers).

- Provided additional support to more families who are requesting regular check ins with the therapist and more session with young people themselves for check ins.

For 2023 – 2028 we aim to:

- Continue to enhance the teams learning around safeguarding and look at ways to better support families through the whole of the UK.

- Develop our safeguarding monitoring tools and sign up to safeguarding systems that are used across schools and local authorities. (Currently seeking funding for this)

- Continue to review our policy annually and add additional updates from regular local authority training.

- Meet regularly to review all safeguarding cases at our safeguarding panel meetings.

- Ensure that all of our donor work is underpinned by safeguarding policy.

- Ensure that all of our team understand the difference between safeguarding, confidentiality and consent and how they link to each other.

- Ensure that we continue to keep children and young adults safe in all areas of our work

- Set up a safeguarding working group including members of the therapy team who are safeguarding leads, and two members from the board including a paediatrician and a parent.

Risk

The Trustees are responsible for regularly reviewing and assessing (and planning for the management of) risks and uncertainties that may have a significant impact on the charity's operations, thus beneficiaries. bibic operates a detailed risk register to review the strategic, operational and project related risks the charity may face; the likelihood/impact of those risks and the mitigation controls/plans in place in line with CC26 guidance issued by the Charity Commission.

The risk register is reviewed and assessed monthly by the Senior Leadership Team and Bi-Monthly by the Board. A full review is conducted annually by the CEO. Significant new risks or those which have increased in likelihood/impact are promptly brought to the attention of the Board by the CEO. The charity encourages all employees to be actively engaged in risk identification and risk management activity.

Current Top Risks for bibic

Nature of risk

Insufficient income driven through fundraising strategy to achieve our charitable objects, strategic objectives and maintain operations. There are ongoing concerns over the political and economic climate and the cost-of-living crisis which is impacting on charitable giving.

Control Plans

- Review of the Fundraising Strategy to ensure that time is being spent on areas with the highest return on investment (ROI).
- Investing in the Fundraising Team's development and increasing expertise in house.
- Utilising our highly experienced consultant for large multi-year grants with high likelihood of success.
- Diversifying streams of income across all areas of fundraising with a focus being on Major Donors, Corporate organisations and multi-year grants and trusts
- Applying for multiyear grants for Therapist salaries and core costs.
- Review of regular and individual giving focussing on bringing in a new generation of givers.
- Better and more personal stewardship of regular givers including those who give to our appeals and other campaigns.
- Focus on local events to raise bibic's profile and generate new corporate and personal relationships for giving.
- Increase in Therapeutic income via an increase in family contributions to ensure long term sustainability.
- Developing training packages for schools, corporates, the NHS and other companies to support fundraising income via therapy income.

Further commentary

The current climate is extremely difficult for fundraising however bibic will continue to diversify over all donor areas. Focus has also been on bringing in more income through therapy including via training and other additional services. The Trustees are aware that the cost-of-living crisis could continue into 2025 and beyond and that fundraising giving may have to be more focussed on higher net-worth individuals and major donors. Focus remains on long term sustainability via multi-year grant applications and more personal and individualised stewardship of current donors.

Nature of risk

Staff retention and staff sickness – losing staff in specific roles (single points of failure).

Control plans

- Pay and rewards review.
- Investment in staff training and development.
- Internal coaching and development plans for staff promoted internally.
- Longer term workforce planning and succession planning.
- Stress risk assessment as and where required.
- Wellbeing support – Mental Health First Aiders, regular supervisions, regular team meetings, employee assistance programme and CEO drop-in sessions.
- Regular workload reviews to assess workload management.
- Additional benefits such as working from home and flexible working.
- Access to work and reasonable adjustments.

Further commentary

bibic believes in staff development and creating opportunities for internally promoting staff as and where roles allow, and staff have the right skill set. bibic invests in its staff via our training and development budget and also supports around wellbeing and creating a positive work life balance. Staff have regular supervisions and wellbeing check ins and are encouraged to support their own wellbeing both inside and outside of work.

Nature of risk

Safeguarding issue resulting in harm to a vulnerable child or adult.

Control plans

- All staff safeguarding trained, with updates every two years.
- Two leads, a Deputy Lead and a Trustee Lead for safeguarding and child protection in place. A second lead has been added within the Therapy team.
- Ongoing safeguarding meetings with the panel to review and assess risk.
- Raised awareness in the Fundraising and Marketing team regarding safeguarding concerns.
- Safeguarding process and procedures regularly reviewed and effectively implemented.
- Ongoing relationships in place with Social Care, NHS, and other relevant services.

Further commentary

Safeguarding is an incredibly important part of bibic's work, an area that is taken very seriously. All safeguarding issues are managed with great care and bibic ensure that all the Leads are trained to the highest standard and have regular updates as and when policy changes. bibic will continue to review our policies every year and update as and when required by law.

Future plans

Our Team - Recruitment and Development

Our Therapists lie at the heart of all that we do, and we want to be able to continue to develop them during their time at bibic

Our plan is to train all Therapists in the next level of Makaton. We will also continue to develop the team with further trauma training, domestic abuse training, nutritional advice for families and many other areas.

We want to share the knowledge of our team and continue our 'Meet The Team' posts so families get to see who we are and why we do what we do.

'It is great to be part of the bibic team! Everyone works so closely together to not only support all of our wonderful families, but our bibic team members too. It is so rewarding to work somewhere that has such a positive impact on so many people's lives.'

– Fay Coleman
Finance Administrator



Training and Seminars

We aim to make our training package the 'go to' training for the local area and to roll this out across all sectors that are interested in purchasing it.

The knowledge that is held within bibic is second to none and we want to be able to share this knowledge through the sector.

Our workplace training programme has been piloted and reviewed, and supported by HR professional, Debbie Morris, The HR Detective. We are now able to roll this out to organisations who are wanting to develop their understanding of managing and supporting those who are neurodivergent.

Our 360 Tour

We have launched our 360 Tour of bibic's premises so that families can see where they are coming before they visit. This will decrease anxiety for some children and young adults and hopefully will make the bibic experience all the better for them.

Marketing and Social Media

We are planning the continued development of our website and also are considering a bibic app to make access easier for bibic families. This app will store handouts, reports and other information for bibic families.

We have also developed a resources page on our website so that families have access to commonly used handouts, and also videos and information regarding legal advice from some of our partners.

We also are planning to start a bibic podcast which will discuss all areas of the work that we do, plus we will have guests joining us to talk all things SEND.

Equity, diversity and inclusion (EDI)

At bibic we celebrate diversity and want to always be mindful of being inclusive in all that we do.

Over the next year we plan to develop our EDI work including:

- Developing social stories for our website and resources page.
- Developing surveys to better understand the motivations of our donors so we can appreciate them for their motivations to give to bibic.
- Enhance the website with more accessible resources via our resource page.
- Offer a range of more inclusive events so that everyone can get involved in supporting bibic.
- Diversify our income streams and enhance our training offer to be accessible to all via face to face, seminars and online self-learning
- Refresh our unconscious bias training for all team members
- Continue to offer online assessments or home assessments for those families who cannot attend the bibic centre

(See more on page 15 and meet our EDI Lead)

Ongoing Celebration and Thank You

We will continue to celebrate our work and our donors who contribute to the running of the charity. We plan to share appreciation post on social media and make regular phone calls to our donors to thank them for all that they do for bibic.







What our families say...

"Very approachable and good understanding also listened and took parents opinions."

"The understanding the professional had about the behaviours my child expresses & the support they gave. My child was happy within the setting, it was nice to see her relaxed, thriving, and happy. Hospital / doctors' appointments are normally a trigger."

"Relaxed, friendly. In-depth assessments providing a lot of clear and helpful knowledge on my child as an individual case (not just 'autistic'). It is good to find a service that offers bespoke advice and programmes for individuals."

"I want to thank you from the bottom of my heart. Three years ago I took my daughter to you. I was totally clueless as to how to help her as were the school. Your guidance towards ADHD meant we got an NHS diagnosis and a situation that got really, really, bad (e.g. self-harming at 6/7 years old) got dramatically better. You started a chain of events that saved my family. Thank you."

"The therapist had great knowledge & understanding of the challenges my daughter has and is good at listening & explaining. The facilities are sufficient and appropriate for my child's needs and making her feel more relaxed."

"Made to feel very comfortable, could ask anything. Very knowledgeable and lots of information provided to help".



"Very detailed. Covered lots of areas. Great environment. Lovely therapists. Very useful consolidation of things we already know, with plenty of practical suggestions of techniques to implement."

"I am grateful I was able to have an assessment with bibic for my child, I have previously had my other children assessed through bibic and the service is as brilliant now as it was 5 years ago, this will be a huge help in my child's struggle with school as they will now be able to have a better understanding of where my child needs support."

"How comprehensive it is. Particularly the six-month support following the assessment. This is very comforting to know we have this for ongoing conversations, questions, and support as we put into place the therapy plan."

"Wonderful, friendly, knowledgeable team. Professional yet relaxed enough to help you feel at ease. Thank you."

"Thank you. This has been incredible & life changing."

"I really like that there was an all-round assessment and not just one area covered."

"It felt personalised and not stressful. There was a flexibility / lack of formality in approach which we really appreciated."

"Therapist was very friendly and gave me time to provide lots of information about my daughter. The session stuck to time and with an appropriate break. The resources provided were plentiful and well suited to my daughter's needs."

"Incredibly comprehensive and tailored to our situation and needs."



"Fantastic information shared. Real insight that was explained without jargon so easy to understand. Therapist was fantastic with my child, made him feel at ease and built-up trust with him by taking an interest of his hobbies, etc."

Brains of bibic

This year we launched our first ever Service User Forum at bibic called 'Brains of bibic'. The aim of this forum was to give the children and young adults, who have accessed our support previously, a platform to discuss their experiences and how they think we can improve our services in the future. This is a crucial element of the work we do at bibic to ensure we are constantly evolving and adapting our services to more effectively support the families that reach out for our help.

Children and young adults were invited to attend a session every three months at the National Therapy Centre in Langport. During the hour long sessions, they had the opportunity to engage in fun activities whilst giving us the chance to talk to them about their time at bibic and how they felt we could improve. We had five children involved in this year-long programme, aged 8 to 12. During these sessions parents and carers were also able to meet other families who had accessed our services over refreshments.

Whilst it was wonderful to welcome back families into the National Therapy Centre the engagement could have been improved in this programme. To get more comprehensive feedback we would have liked to have seen a greater breadth of ages at the sessions to give us a greater insight into our services. Additionally, feedback from the conversations with the children most frequently resulted in positive feedback for bibic. It is wonderful to hear that so many individuals had a positive experience with us however, we understand fully the importance of having an insight into areas where we can still improve. This is an element to work on before beginning another Service User Forum Programme. We are already exploring ways to make this possible.

A common theme throughout the sessions was that the individuals all experienced a certain amount of nerves or anxiety before coming into the centre for the first time. This is an area we will look to improve on in the near future to ensure that children and young adults feel as comfortable as possible before coming to bibic. Providing families with a new 360 virtual tour of bibic will give families the opportunity to look at the centre and have a greater understanding of what to expect on the day.



The sessions highlighted some of the fantastic work we are doing at bibic and the real difference this has made in families lives. Some of the feedback we received was:

"bibic helped me understand myself."
"I didn't know what autism was before bibic but now I do."
"bibic really helped me with being with everyone."
"Before bibic family didn't really understand me, all the family were the same as each other and not me. Now they understand me."
"I feel really comfortable at bibic."

Brains of bibic was a fantastic way to reconnect with some of our past service users. There is still some work to be done to ensure this programme can assist us in improving the services we provide families, but we feel that the first year was positive and we look forward to inviting more families to take part in the future.

Financial statements

Independent Examiner's Report to the Trustees of bibic

Independent examiner's statement

Independent examiner's report to the trustees of bibic ('the Company')
I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2024.

Responsibilities and basis of report
As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Com



Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

- accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
- the accounts do not accord with those records; or
- the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
- the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Dick Maule FCA Independent Examiner, 25th November 2024.

Independent Examiner: Dick Maule FCA, The Cross House, South Woodchester, Gloucestershire, GL5 5EL

Statement of Financial Activities

(Incorporating an Income and Expenditure Account)
for the Year Ended 31 March 2024

	Notes	Unrestricted funds (£)	Designated funds (£)	Restricted funds (£)	2024 Total funds (£)	2023 Total funds (£)
Income and endowments from						
Donations and legacies	2	425,004	-	74,300	499,304	347,501
Charitable Activities	5	-	-	-	-	-
Therapy Provision		225,102	-	344	225,446	219,801
Therapy support		750	-	-	750	-
Other trading activities	3	41,497	-	-	41,497	79,193
Investment income	4	2,298	-	-	2,298	503
Total		694,651	-	74,644	769,295	646,998
Expenditure on						
Raising funds	6	190,007	1,791	17,317	209,115	214,001
Charitable Activities	7	-	-	-	-	-
Therapy Provision		308,103	26,784	125,162	460,049	397,289
Governance costs		65,398	-	6,879	72,277	58,489
Therapy support		46,215	12,968	4,403	63,586	63,619
Total		609,723	41,543	153,761	805,027	733,398
Net income/ (expenditure)		84,928	(41,543)	(79,117)	(35,732)	(86,400)
Transfers between funds	18	(80,458)	80,458	-	-	-
Net movement in funds		4,470	38,915	(79,117)	(35,732)	(86,400)
Reconciliation of funds						
Total funds brought forward		181,236	56,762	111,132	349,130	435,530
Total funds carried forward		185,706	95,677	32,015	313,398	349,130

Balance Sheet

31st March 2024

	Notes	Unrestricted funds (£)	Designated funds (£)	Restricted funds (£)	2024 Total funds (£)	2023 Total funds (£)
Fixed assets						
Intangible assets	14	1,025	-	-	1,025	1,325
Tangible assets	15	26,025	-	2,889	28,914	45,744
Total		27,050	-	2,889	29,939	47,069
Current assets						
Debtors	16	168,142	-	2,500	170,642	203,059
Prepayments and accrued income		13,841	-	-	13,841	16,696
Cash at bank		204,727	95,677	26,626	327,030	342,395
Total		386,710	95,677	29,126	511,513	562,150
Creditors						
Amounts falling due within one year	17	(228,054)	-	-	(228,054)	(260,089)
Net current assets		158,656	95,677	29,126	283,459	302,061
Total assets less current liabilities		185,706	95,677	32,015	313,398	349,130
Net assets		185,706	95,677	32,015	313,398	349,130
Funds	18					
Unrestricted funds					281,383	237,998
Restricted funds					32,015	111,132
Total funds					313,398	349,130

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2024.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2024 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for
(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The financial statements were approved by the Board of Trustees and authorised for issue on 25th November 2024 and were signed on its behalf by:

Caroline Jameson,
Chair of Trustees



Cash Flow Statement

For the year ended 31st March 2024

	Notes	2024 Total funds (£)	2023 Total funds (£)
Cash flow from operating activities			
Cash generated from operations	1	(14,210)	(87,866)
Net cash (used in)/provided by operating activities		(14,210)	(87,866)
Cash flow from investing activities			
Purchase of intangible fixed assets		-	(1,500)
Purchase of tangible fixed assets		(5,280)	(11,193)
Sale of tangible fixed assets		1,827	187
Interest received		2,298	503
Net cash used in investing activities		(1,155)	(12,003)
Change in cash and cash equivalents in the reporting period		(15,365)	(99,869)
Cash and cash equivalents at the beginning of the reporting period		342,395	442,264
Cash and cash equivalents at the end of the reporting period		327,030	342,395



Notes to the Cash Flow Statement

For the year ended 31st March 2024

	2024 Total funds (£)	2023 Total funds (£)
1. Reconciliation of net (expenditure)/ income to net cash flow from operating activities		
Net (expenditure)/ income for the reporting period (as per the Statement of Financial Activities)	(35,732)	(86,400)
Adjustments for:		
Depreciation charges	20,583	18,571
Interest received	(2,298)	(503)
Decrease/(increase) in debtors	35,272	(66,753)
(Decrease)/increase in creditors	(32,035)	47,219
Net cash (used in)/provided by operations	(14,210)	(87,866)

2. Analysis of changes in net funds	At 1.4.23 £	Cash flow £	At 31.3.24 £
Net cash			
Cash at bank	342,395	(15,365)	327,030
Total	342,395	(15,365)	327,030



Notes to the Financial Statements

For the year ended 31st March 2024

1. Accounting Policies

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received, and the amount can be measured reliably.

- Income received by way of donations and gifts is included in full in the Statement of Financial Activities when receivable.
- Income from grants, where entitlement is not conditional on the delivery of a specific performance by the charity, is recognised when the charity becomes unconditionally entitled to the grant.
- Income from grants, where related to performance and specific deliverables, is accounted for as the charity earns the right to consideration by its performance.
- Donated services and facilities are included at the value to the charity where this can be quantified.
- The value of services provided by volunteers has not been included in these accounts.
- Income from charitable activities is accounted for when earned.
- Investment income is included when receivable.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of resources.

- Expenditure includes any VAT that cannot be fully recovered.
- Costs of generating funds comprise the costs associated with attracting voluntary income and the costs of trading for fundraising purposes.
- 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.

Allocation and apportionment of costs

All costs are allocated between the expenditure categories of the SOFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis.

Trade mark development costs

Amortisation is charged to write off the capitalized cost over 60 months (5 years) on a straight-line basis.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Improvements to property	-	in accordance with the property
Plant and machinery	-	10% on cost
Fixtures and fittings	-	at varying rates of costs
Computer equipment	-	33% on cost

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Designated funds are unrestricted funds earmarked by the Finance Management Committee for particular purposes.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight-line basis over the period of the lease.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.



2. Donation and legacies

	2024 (£)	2023 (£)
Donations & appeals	120,293	98,357
Gift aid	9,672	18,442
Legacies	251,142	13,829
Grants	118,026	216,873
Donated services and facilities	171	-
Total	499,304	347,501

Grants received, included in the above, are as follows:

Trusts and Foundations	106,620	203,563
Access To Work grants from DWP	11,406	13,310
Total	118,026	216,873

3. Other trading activities

	2024 (£)	2023 (£)
Fundraising events	37,701	78,342
Social lotteries	3,796	851
Total	41,497	79,193

4. Investment income

	2024 (£)	2023 (£)
Deposit account interest	2,298	503

5. Income from charitable activities

	Activity	2024 (£)	2023 (£)
Therapy provision & training	Therapy provision	225,446	219,801
Therapy provision & training	Therapy Support	750	-
Total		226,196	219,801

6. Raising funds

Raising donations and legacies

	2024 (£)	2023 (£)
Staff costs	104,505	116,874
Sundries	28,692	37,080
Support costs	75,918	60,047
Total	209,115	214,001

7. Charitable activities costs

	Direct costs (£) (See note 8)	Support costs (£) (See note 9)	Totals (£)
Therapy provision	350,307	109,742	460,049
Governance costs	-	72,277	72,277
Therapy support	63,586	-	63,586
Total	413,893	182,019	595,912

8. Direct costs of charitable activities

	2024 (£)	2023 (£)
Staff costs	338,928	280,142
Other operating leases	17,533	17,533
Insurance	561	520
Light and heat	6,579	4,559
Sundries	38,874	34,320
Depreciation	11,418	11,418
Total	413,893	348,492



9. Support costs

	Management (£)	Finance (£)	Information technology (£)
Raising donations and legacies	17,288	7,151	4,549
Therapy provision	17,288	7,910	16,302
Governance costs	26,289	10,625	3,899
Total	60,865	25,686	24,750

	Human resources (£)	Other (£)	Governance costs (£)	Totals (£)
Raising donations and legacies	460	46,470	-	75,918
Therapy provision	459	67,783	-	109,742
Governance costs	4,868	21,007	5,589	72,277
Total	5,787	135,260	5,589	257, 937

10. Net income/(expenditure)

Net income/(expenditure) is stated after charging/(crediting):	2024 (£)	2023 (£)
Depreciation - owned assets	20,283	18,396
Hire of plant and machinery	3,506	3,866
Other operating leases	31,268	31,268
Trade Mark development costs amortisation	300	175
Independent Examiner Fees	1,000	1,000

11. Trustees' remuneration and benefits

There were no trustees' remuneration or other benefits for the year ended 31 March 2024 nor for the year ended 31 March 2023.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2024 nor for the year ended 31 March 2023.

12. Staff costs

	2024 (£)	2023 (£)
Wages and salaries	510,365	420,670
Social security costs	38,641	37,461
Other pension costs	26,054	21,131
Total	575,060	479,262

The key management personnel of the Charity comprise the Trustees, the CEO and members of the Senior Leadership Team being Head of Therapy, Head of Fundraising and Marketing, and Finance Manager. The total employee benefits of the key management personnel of the Charity were £130,364 (2023 £118,942).
No employees received emoluments in excess of £60,000.

The average monthly number of employees during the year was as follows:	2024	2023
Therapy & Therapy support	14	12
Fundraising & Marketing	5	4
Finance & Administration	3	2
Management	1	1
Total	23	19

Average number of full-time staff was 15 (2023: 14) and average number of part-time staff was 8 (2023: 5).
The full-time equivalent of the part-time staff was 5 (2023: 3).



13. Comparatives for the statement of financial activities

Income and endowments from	Unrestricted funds (£)	Designated funds (£)	Restricted funds (£)	Total funds (£)
Donations and legacies	171,515	-	175,986	347,501
Charitable activities				
Therapy provision	219,801	-	-	219,801
Other trading activities	22,488	-	56,705	79,193
Investment income	503	-	-	503
Total	414,307	-	232,691	646,998
Expenditure on				
Raising funds	186,976	10,852	16,173	214,001
Charitable activities				
Therapy provision	245,967	6,415	144,907	397,289
Governance costs	48,491	7,700	2,298	58,489
Therapy support	59,544	1,978	2,097	63,619
Total	540,978	26,945	165,475	733,398
Net income/(expenditure)	(126,671)	(26,945)	67,216	(86,400)
Transfers between funds	23,998	(23,998)	-	-
Net movement in funds	(102,673)	(50,943)	67,216	(86,400)
Reconciliation of funds				
Total funds brought forward	283,909	107,705	43,916	435,530
Total funds carried forward	181,236	56,762	111,132	349,130

14. Intangible fixed assets

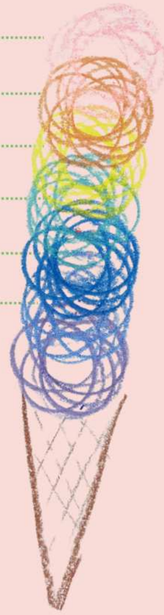
	Trade Mark development costs (£)
Cost	
At 1 April 2023 and 31 March 2024	1,500
Amortisation	
At 1 April 2023	175
Charge for year	300
At 31 March 2024	475
Net book value	
At 31 March 2024	1,025
At 31 March 2023	1,325

15. Tangible fixed assets

	Improvements to property (£)	Plant and machinery (£)	Fixtures and fittings (£)	Computer equipment (£)	Total (£)
Cost					
At 1 April 2023	25,416	23,527	21,804	38,031	108,778
Additions	-	-	1,330	3,950	5,280
Disposals	-	-	(2,383)	-	(2,383)
At 31 March 2024	25,416	23,527	20,751	41,981	111,675
Depreciation					
At 1 April 2023	12,550	10,103	10,311	30,070	63,034
Charge for year	8,472	2,946	3,712	5,153	20,283
Eliminated on disposal	-	-	(556)	-	(556)
At 31 March 2024	21,022	13,049	13,467	35,223	82,761
Net book value					
At 31 March 2024	4,394	10,478	7,284	6,758	28,914
At 31 March 2023	12,866	13,424	11,493	7,961	45,744

16 Debtors: amounts falling due within one year	2024 (£)	2023 (£)
Trade debtors	153,238	174,326
Other debtors	17,404	28,733
Total	170,642	203,059

17. Creditors: amounts falling due within one year	2024 (£)	2023 (£)
Trade creditors	2,421	6,088
Social security and other taxes	7,597	6,379
Other creditors	6,168	10,410
Accruals and deferred income	209,003	234,540
Accrued expenses	2,865	2,672
Total	228,054	260,089



18. Movement in funds

Unrestricted funds	At 1.4.23 (£)	Net movement in funds (£)	Transfer between funds (£)	At 31.3.24 (£)
General fund	181,236	84,928	(80,458)	185,706
Monitoring & evaluation	3,115	(3,975)	860	-
Marketing & communication	5,453	(1,722)	(3,000)	731
Fundraising strategy & programme	902	-	(902)	-
Other matters	1,992	(35,846)	83,500	49,646
Fixed assets & exit costs	45,300	-	-	45,300
Total	237,998	43,385	-	281,383
Restricted funds				
BBC Children In Need	3,099	(3,099)	-	-
Garfield Weston Foundation	25,000	(5,600)	-	19,400
Others	46,038	(36,313)	-	9,725
Jemima Layzell Trust	3,972	(1,082)	-	2,890
50th Anniversary Lunch Event	33,023	(33,023)	-	-
Total	111,132	(79,117)	-	32,015
Total funds	349,130	(35,732)	-	313,398

Net movement in funds, included in the above are as follows:	Incoming resources (£)	Resources expended (£)	Movement in funds (£)
Unrestricted funds			
General fund	694,651	(609,723)	84,928
Monitoring & evaluation	-	(3,975)	(3,975)
Marketing & communication	-	(1,722)	(1,722)
Other matters	-	(35,846)	(35,846)
Total	694,651	(651,266)	43,385
Restricted funds			
BBC Children In Need	-	(3,099)	(3,099)
Garfield Weston Foundation	25,000	(30,600)	(5,600)
Others	49,644	(85,957)	(36,313)
Jemima Layzell Trust	-	(1,082)	(1,082)
50th Anniversary Lunch Event	-	(33,023)	(33,023)
Total	74,644	(153,761)	(79,117)
Total funds	769,295	(805,207)	(35,732)





18. Movement in funds - continued

Comparatives for movement in funds

Unrestricted funds	At 1.4.22 (£)	Net movement in funds (£)	Transfer between funds (£)	At 31.3.23 (£)
General fund	283,909	(126,671)	23,998	181,236
Monitoring & evaluation	4,075	(960)	-	3,115
Marketing and communication	11,290	(9,072)	3,235	5,453
Staff training	4,673	(4,718)	45	-
Relocate therapy suite	347	(741)	394	-
Fundraising strategy & programme	6,005	(1,823)	(3,280)	902
Other matters	439	(1,947)	3,500	1,992
Fixed assets & exit costs	73,192	-	(27,892)	45,300
Update & migration of donor record system	729	(729)	-	-
Brand research & update	6,955	(6,955)	-	-
Total	391,614	(153,616)	-	237,998
Restricted funds				
BBC Children In Need	4,491	(1,392)	-	3,099
Garfield Weston Foundation	1,250	23,750	-	25,000
Others	33,120	12,918	-	46,038
Jemima Layzell Trust	5,055	(1,083)	-	3,972
50th Anniversary Lunch	-	33,023	-	33,023
Total	43,916	67,216	-	111,132
Total funds	435,530	(86,400)	-	349,130



Comparative net movement in funds, included in the above are as follows:	Incoming resources (£)	Resources expended (£)	Movement in funds (£)
Unrestricted funds			
General fund	414,307	(540,978)	(126,671)
Monitoring & evaluation	-	(960)	(960)
Marketing & communication	-	(9,072)	(9,072)
Staff training	-	(4,718)	(4,718)
Relocate therapy suite	-	(741)	(741)
Fundraising strategy & programme	-	(1,823)	(1,823)
Other matters	-	(1,947)	(1,947)
Update & migration of donor record system	-	(729)	(729)
Brand research & update	-	(6,955)	(6,955)
Total	414,307	(567,923)	(153,616)
Restricted funds			
BBC Children In Need	33,825	(35,217)	(1,392)
Garfield Weston Foundation	25,000	(1,250)	23,750
Others	113,587	(100,669)	12,918
Jemima Layzell Trust	-	(1,083)	(1,083)
50th Anniversary Lunch Event	60,279	(27,256)	33,023
Total	232,691	(165,475)	67,216
Total funds	646,998	(733,398)	(86,400)

19. Related party disclosures

There were no related party transactions for the year ended 31 March 2024.





Structure, governance, management

and administration details

Structure, governance and management

Constitution

bibic is a registered charity with the Charity Commission in England and Wales (charity number 1057635) and was incorporated as a private company limited by guarantee (company number 03217418) on 3 June 1996. The charity is governed by a Memorandum and Articles of Association and has no share capital.

Principal object of the charity

bibic was established to reduce need and hardship among children and adults with learning difficulties and/or physical disabilities and to provide support and assistance to their families.

Governance

The Directors of the company, unless otherwise stated, are the Trustees of the registered charity. All Trustees named within this report served throughout the year and until the date this report had been signed, unless otherwise stated. The charity is organised so that the Trustees meet collectively 6 times per year to direct the management of its affairs. The finance committee meets 6 times per a year prior to full Board meetings. Strategy days and other sub-committee meetings are also held periodically. On the occasion that there may be the need, the Board may hold interim meetings or increase the frequency of Board meetings to discuss/ address key issues.

The Board is responsible for confirming the appointment of a new Trustee following a clear recruitment and selection policy and procedure. When recruiting new Trustees, the charity aims to attract a diverse range of candidates who have different skills. We value the benefits of having members with different backgrounds, expertise, and experiences. Trustees are recruited through external advertisement and are subject to reference checks before starting with the charity.

The term of office is three years after which period a Trustee must seek re-appointment by the Board if they wish to continue. The usual maximum is three terms of office, unless the Board feel there is good reason to extend. New Trustees are offered a programme of induction which includes provision of a range of key documents, a tour of the National Centre, meeting with key members of staff and observing an assessment.

Our current Board has a diverse breadth of specific skills, knowledge, and experience. The board includes skills such as financial management, marketing and communications, law, paediatric healthcare, mental health, and Autism. Six of our eight Trustees have personal lived experience of the sector, and another has professional experience of working with the community we support, providing leadership with insight.

Trustees are volunteers and receive no remuneration or benefits from the charity. Out-of-pocket expenses may be claimed on request.

Organisational structure: management and employees

The board delegates responsibility for the management of the charity to the CEO, Pip Buckley, who oversees all operational and strategic matters. Therapy services are provided under the direction of Chesley Oxley, Head of Therapy and Business Development and Fundraising and Marketing is driven by Gemma Pack, Senior Fundraising Officer. The finance function is overseen by Philip Cullum, Finance Manager.

bibic embraces diversity, recognising this brings different perspectives, ideas and knowledge, and that difference brings strength, supports staff wellbeing and engagement, and helps the charity make better decisions so we can deliver our charitable aims successfully. Our aim is to create a culture which attracts diverse staff, values each person's differences, and encourages individuals to maximise their potential.

bibic is committed to the principle of equal opportunities in employment and recognises its obligations under the Equality Act 2010. The charity is an accredited Living Wage Employer and a Disability Confident Committed Employer. Health and safety are given due attention and employees are provided with appropriate training in accordance with the charity's policies.

Senior management remuneration

Senior staff pay is externally benchmarked, set/reviewed by the Trustees and linked to an internal performance appraisal system. No employees had employee benefits in excess of £60,000. Pension costs are allocated to activities in proportion to the related staffing costs incurred. The charity trustees were not paid or received any other benefits from employment with the charity in the year (2023: nil) neither were they reimbursed expenses during the year (2023: nil). No charity trustee received payment for professional or other services supplied to the charity (2023: nil). The key management personnel of the Charity comprise of the trustees, the CEO and the Senior Leadership Team. The total employee benefits of the key management personnel of the Charity were £130,364 (2023: £118,942.)



Relationships and memberships

To support robust decision making and enable bibic to maximise outcomes for the community we support, the charity or its CEO are members of a number of self-regulatory and support organisations. These include the Chartered Institute of Fundraising, Fundraising Regulator, NCVO, ACEVO, ILM and Somerset Chamber of Commerce.

The charity places great importance on collaborative relationships with a vast range of other organisations (e.g., Ups and Downs South West, Autizma, ESS, Headway, local parent forums) and professionals (e.g., social services, GPs, paediatricians, teachers, speech and language Therapists, youth offending team, behavioural optometrists). These relationships help raise awareness of key issues affecting mutual communities, share learning and enable families to access wider support and information.

Our fundraising standards

bibic is registered with the Fundraising Regulator and is committed to the Code of Fundraising Practice. We make sure our Fundraising team are kept up to date with legislation and best practice and they support people fundraising in the community to uphold these same standards. In the last year we did not receive any complaints about our fundraising and marketing activities. In the situation that a complaint is received, we aim to review and resolve the situation in line with bibic's complaints policies, escalating to external regulators if required.

Registered with FUNDRAISING REGULATOR

Trustees' Statement

(Representation letter)

We confirm to the best of our knowledge and belief and having made appropriate enquiries of other directors/trustees and officials of the charity, the following representations given to you in connection with your examination of the charity's financial statements for the year ended 31st March 2024.

General

1. We acknowledge as directors/trustees our responsibility under the Companies Act 2006 / Charities Act 2011 for the financial statements which give a true and fair view and for making accurate representations to you. All the accounting records have been made available to you for the purpose of your independent examination and all the transactions undertaken by the charity have been properly reflected and recorded in the accounting records. All other records and related information, including minutes of management meetings, have been made available to you.

2. The financial statements are free of material misstatements, including omissions.

3. We believe that the effect of any uncorrected misstatements is immaterial both individually and in total.

Internal control and fraud

4. We acknowledge our responsibility for the design and implementation of internal control systems to prevent and detect fraud and error. We have disclosed to you the results of our risk assessment that the financial statements may be misstated as a result of fraud. We have disclosed to you all instances of known or suspected fraud affecting the entity involving management, employees who have a significant role in internal control or others that could have a material effect on the financial statements. We have also disclosed to you all information in relation to allegations of fraud or suspected fraud affecting the entity's financial statements communicated by current or former employees, analysis, regulators or others.

Assets and liabilities

5. The charity has satisfactory title to all assets and there are no liens or encumbrances on the charity's assets, except for those that are disclosed in the notes to the financial statements.

6. We have recorded or disclosed, as appropriate, all liabilities, both actual and contingent, and have disclosed in the notes to the financial statements all guarantees that we have given to third parties.

7. We have no plans or intentions that may materially alter the carrying value or classification of assets and liabilities reflected in the financial statements.

Accounting estimates

8. Significant assumptions used by us in making accounting estimates, including those measured at fair value, are reasonable.

Loans and arrangements

9. The charity has not granted any advances or credits to, or made guarantees on behalf of, directors / trustees other than those disclosed in the financial statements.

Legal claims

10. We have disclosed to you all claims in connection with litigation that have been, or are expected to be, received and such matters, as appropriate, have been properly accounted for, and disclosed in, the financial statements.

Law and regulations

11. We have disclosed to you all known instances of non-compliance or suspected non-compliance with laws and regulations whose affects should be considered when preparing the financial statements.

Related parties

12. Related party relationships and transactions have been appropriately accounted for and disclosed in the financial statements. We have disclosed to you all relevant information concerning such relationships and transactions and are not aware of any other matters which require disclosure in order to comply with the requirements of the Companies Act 2006 / Charities Act 2011 or the SORP.

Subsequent events

13. All events subsequent to the date of the financial statements which require adjustment or disclosure have been properly accounted for and disclosed.



Going concern

14. We believe that the charity's financial statements should be prepared on a going concern basis on the grounds that current and future sources of funding or support will be more than adequate for the charity's needs. We have considered a period of twelve months from the date of approval of the financial statements. We believe that no further disclosures relating to the charity's ability to continue as a going concern need to be made in the financial statements.

Grants and donations

15. All grants, donations and other income, the receipt of which is subject to specific terms or conditions, have been notified to you. There have been no breaches of terms or conditions in the application of such income.

Yours faithfully,

Caroline Jameson
Chair of Trustees

Signed on behalf of the Board of Directors/Trustees
bibic

Date: 25th November 2024

Trustees' statement

from the Chair of Trustees

by Caroline Jameson

The Trustees (who are also Directors of bibic for the purposes of company law) are responsible for preparing the Trustees' Annual Report (including the strategic report) and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP 2015 (FRS 102);
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on an going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

In so far as each of the Trustees of the charity at the date of approval of this report is aware, there is no relevant audit information (information needed by the charity's auditor in connection with preparing the audit report) of which the charitable company's examiner is unaware. Each Trustee has taken all of the steps that they should have taken as a Trustee to make themselves aware of any relevant audit information and to establish that the charitable company's examiner is aware of that information.
This Trustees' Annual Report, incorporating the strategic report, was approved by the board of Trustees on 25th November 2024 and signed on its behalf:

Caroline Jameson,
Chair of the Trustees



Reference and administration

Charity Number	1057635
Company Number	3217418
Registered Office	bibic Old Kelways, Somerton Road, Langport, Somerset, TA10 9SJ

Directors and Trustees	Appointed	Resigned	Role
Laura Voyle	10 Jun 2016	1st August 2024	Chair from 21 Sep 2020
Amit Bali	29 Nov 2017		
Ross Henley	26 July 2021		
Hugh Gregory	26 Sep 2022		Treasurer from June 2023
Catherine Lombardo	26 Sep 2022		
Caroline Edwards	5 Dec 2022	20th March 2024	
Caroline Jameson	30 Jan 2023		Chair from 1st August 2024
Jason Whyte	30 Jan 2023		
Angharad Hughes	30 Jan 2023		

Senior Leadership Team

CEO	Philippa Buckley	
Head of Therapy and Business Development	Chelsey Oxley	
Finance Manger	Philip Cullum	
Senior Fundraising Officer	Gemma Pack	Promoted February 2024

Independent Examiner

Dick Maule FCA
The Cross House, South Woodchester,
Gloucestershire GL5 5EL

Fundraising Consultant

Karen Edgington

Bankers

Barlcays Bank Plc, 1 Church Place, London E14 5HP
CAF Bank Ltd, 25 Kings Hill Avenue, West Malling, Kent M19 4JU
Natwest Plc, 8 York Buildings, Cornhill, Bridgwater, Somerset, TA6 3BU



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Designed by bibic

Registered charity no. 1057635
Registered company no. 03217418

bibic

Transforming lives through developmental therapy

BIBIC

England & Wales - Charity number 1057635

Accounts



bibic

Transforming lives through developmental therapy

Annual report and financial statements

For the year ended 31 March 2023



Contents

Foreword 1

Welcome 2

Trustees Report (Incorporating the strategic report) 6

Financial statements 46

Independent examiner's report 49

Statement of financial activities 50

Balance sheet 51

Cash flow statement 53

Notes to the cash flow statement 54

Notes to the financial statements 55

Structure, governance and management 69

Reference and administration 72

Foreword

By Kenzie's Mum

Mackenzie, known as Kenzie, was born 16 weeks prematurely and spent 6 months in hospital before he could come home. He had numerous surgeries during his first year resulting in early milestones being delayed and was tube fed for the first three years, meaning his relationship with food was never going to be easy. We therefore weren't particularly surprised in the first few years that any 'differences' between him and his peers were attributed by the professionals as being purely due to his prematurity and challenging start in life, but I wasn't so sure.

Kenzie was a happy, calm toddler who was obsessed with all things Mickey Mouse! He transitioned from Nursery to Reception year at school without any problems. His Reception teacher was also the SENCO. She noticed that he liked to be on his own, would seem to daydream and would regularly take himself off to chill out. Around April 2019 we suddenly started to experience very different behaviours at home. Kenzie would become stubborn, cross or distressed very quickly, he would shout and hit out, refuse to move, or run away, and life unexpectedly became difficult. The transition from Reception to Year 1 in September 2019 was horrendous, and we were at a complete loss as to what was going on or how to help him.

During 2019 I became aware of bibic via a work connection. During the summer Kenzie and I visited bibic for a 1-day assessment, and we learnt that he was experiencing challenges with sensory processing and executive functioning that were impacting him considerably. With bibic's help, we adapted many of our parenting strategies, worked with the school and purchased things like a trampoline to help him burn off excess energy. In autumn of 2019, we also commenced an NHS referral for an autism assessment.

Gradually our happy, calm boy started to return, and he was settling well into Year 1. Then COVID arrived, and we found ourselves in lockdown, attempting to homeschool and dealing with lots of unexpected change! We were so grateful for all the strategies that bibic had already provided to us and a Teams call with one of their Therapists on a particularly stressful homeschooling day was especially helpful.

Fast forward to November 2020 with the NHS referral delayed, my husband and I decided to seek support via bibic's two-day assessment process. This confirmed a very high likelihood that Kenzie was neurodivergent and he has since been diagnosed by the NHS with autism and ADHD.

Kenzie thoroughly enjoyed being at bibic, particularly the sensory room and hiding under some of their large play equipment pretending it was a time machine portal! The Therapists were amazing with him, chatting to him about his favourite things and making the assessment tasks fun. As his Mum, I felt supported to be completely honest about our experiences, worries and frustrations without feeling judged and finally felt like I was talking to someone professional who understood and didn't automatically assume it was due to his prematurity.

With bibic's help so many things have clicked into place for us as a family.

We are better prepared to predict Kenzie's needs and be able to manage change, plan ahead and control environments to ensure as best we can that they are 'Kenzie friendly'. This enables him to get involved and try different activities; as well as helping us to know how to respond appropriately in the moment. This means that for the most part full meltdowns are now rare. Our routines and strategies come so naturally now we don't even realise we are doing them!

Writing this, Kenzie is almost 10 years old. He is an amazing boy who embraces his authentic colourful self; he's doing well at school and is full of energy, fun, love, and kindness. He loves being a Cub, creating really imaginative Lego mini-figures, spending time with his close friends and of course, like any 10-year-old boy, PS4 and tablet time! He also takes pride in letting others know that he is an accomplished author, having had a poem and 4 short stories published via Young Writers Competitions!

We are very proud parents and so grateful to bibic for helping us navigate this complex journey, without their support we would be in a very different place.



Welcome

From the Chair of Trustees

Laura Voyle

The children and young adults we support were hugely affected by the pandemic and now, in addition, the cost of living crisis in the UK is once again having an impact on the most vulnerable.

The demand for help from bibic rose ever higher. With public services, funding and support stretched and more restricted than ever, desperate families have been reaching out to us in record numbers. For the first time, we had to close our enquiries line for a short period in order to focus on the families we were working with and to book in those who had already asked for help.

Over the last year, we have helped almost 500 children and young adults, and provided invaluable support to their parents/carers and siblings. But there are so many more families who need us and we are collectively focused on what more we can do to reach them.

The wider economic environment has also added additional challenges for our fundraising and operations. However, the dedicated team at bibic have, as always, risen to the challenge and ensured that we continue to be there for children who often have nowhere else to turn. They have been agile, adaptable and responsive to ensure we are tailoring our support and services as much as possible. I would like to thank them for always going over and beyond and continuing to remain positive and focused on our mission.

We continued to mark our 50th anniversary and have rolled out our new brand. The aim of the rebranding project was to better reflect our work and ensure that bibic is facing forwards and ready for the next 50 years. The feedback from all our stakeholders has been overwhelmingly positive and I would like to thank the bibic team and those who worked alongside them for all their hard work and passion for such an important project.

"Thanks to the incredible generosity of trusts and foundations, support from corporates and our wonderful supporters, as well as donations through gifts in Wills, we have maintained our fundraising income. Without their support, bibic would not be able to do this vital work. We have held our fundraising income steady."



This year also saw a restructure of our organisation to improve ways of working and better reflect our strategic priorities for the next five years. This included adding a new role - the Head of Therapy and Business Development - to help bibic increase and diversify income. We also added resource into our Family Services team and increased the number of bibic Developmental Therapists. We hope this will enable us to support more children and young adults in the coming year than previous years.

As always, and on behalf of the families we help, I want to extend my heartfelt thanks to our supporters including the trusts and foundations, corporates, and individuals whose financial contributions are the only reason bibic is able to operate. Without you and your generosity, bibic simply wouldn't exist and more children and young people would struggle.

A big thank you to all our volunteers who give their time and energy for free and often at the end of a busy work day of their own. This includes the Board which has been increased and diversified over the last few months. We have a talented group of dedicated Trustees who are committed to doing all we can to support bibic, especially in an economically more challenging time for our society.

And lastly, a thank you to the families who have trusted us to help them and for sharing their stories with us.

We know we will have another challenging year ahead especially with the current trend in the fundraising landscape for small charities, but everyone at bibic is more motivated than ever to continue to be there for those in society who need us most.



Laura Voyle,
Chair of Trustees

Message

From the CEO
Pip Buckley

At a time of ongoing change, challenge and uncertainty in the charitable sector, I wanted to open this message by firstly saying a giant 'Thank You' to the whole bibic team. Our staff, Trustees and volunteers work so hard to keep this wonderful charity doing the work that we are here to do, keeping families at the heart of that work, day in and day out. Without the team that we have, bibic simply wouldn't be the charity that it is today!

As we move into our 5-year strategic plan we see the need for bibic's vital services increase every single day. Our waiting list now stands at over a year and as I write this we are booking families into February 2025. This need is not going to go away and is only going to increase in time, meaning that the work that we do must continue!

Our enquiries continue to rise and we have received 1,315 this year, an increase of 24% on the previous year. We have supported almost 500 families directly with our assessments and hundreds more with seminars, training and live Q & A's.

This year has seen bibic aim to meet this increasing need by restructuring our charity to create more Therapist roles and also to expand our Therapy team to deliver other services such as shorter assessments, consultations, training and seminars.



We also recruited an Assistant Therapist to support the wider team with report writing, therapeutic play, support calls and respond to queries via our free Support and Advice Line (SAL).

We have invested in our team and have also developed two Therapists to Senior Therapists, leading on crucial areas for the charity, Safeguarding and Equity, Diversity and Inclusion.

Our Fundraising team has seen the reintroduction of the role of Individual Giving Officer to focus on supporting our valued donors and develop our monthly giving scheme and our appeals.

bibic relies on our donors and supporters and in a cost-of-living crisis this has not been easy. Our small, dedicated Fundraising team have shown strength and resilience in these challenging times and have taken each and every opportunity to raise vital funds. Every donation counts to us, be it a monthly gift or a large legacy, without you, bibic just wouldn't exist!

We are in no doubt that our services are needed and we are also in no doubt that the current landscape makes charity work even more vital than ever.

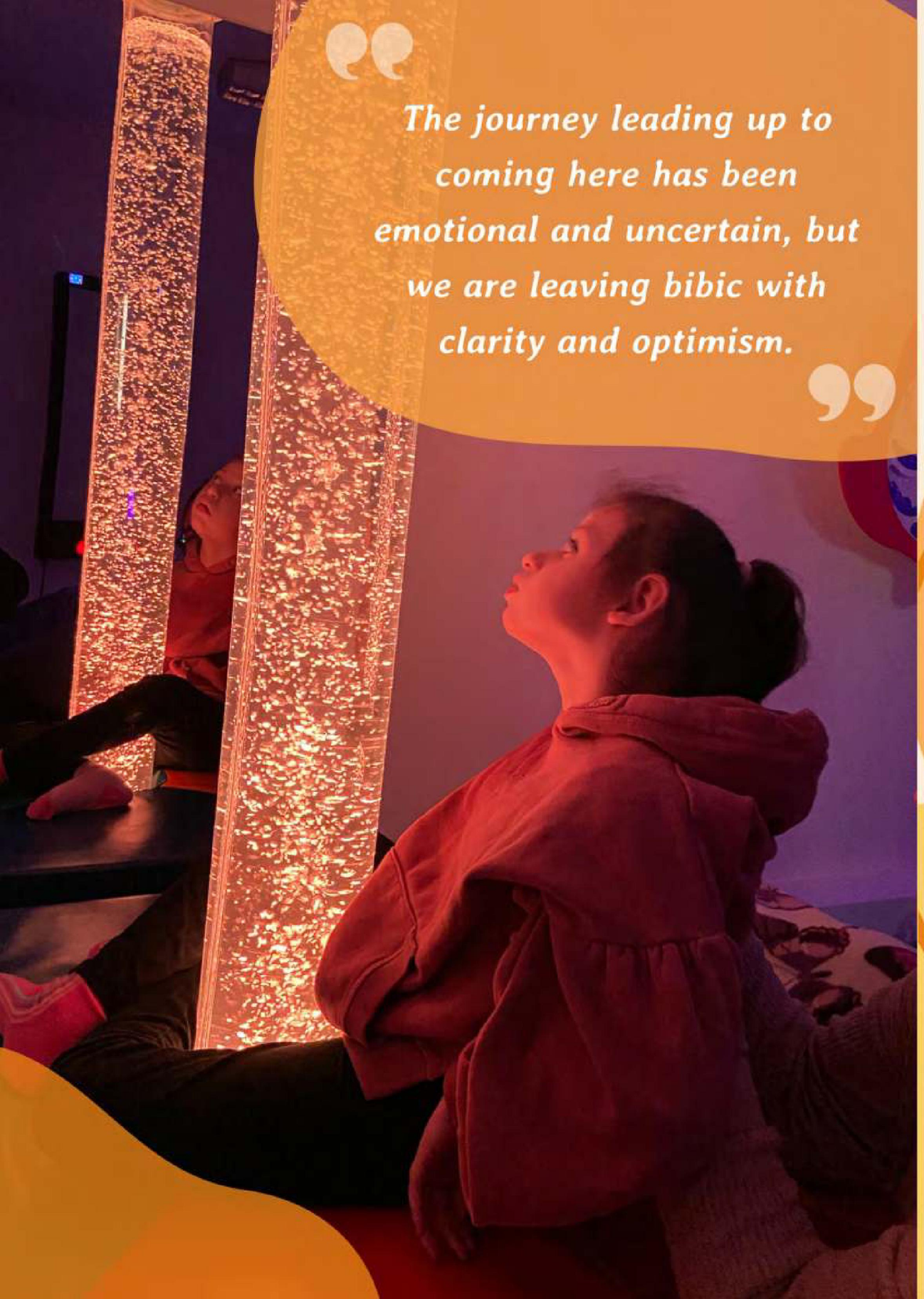
This report gives you an overview of what has been achieved this year, what has gone well, and learnings for the future and what we can continue to adapt and improve to make our services the best they can be!

We will continue to deliver our services keeping our families, children and young adults the sole focus of our mission. Together we transform families' lives so they can thrive.



Pip Buckley,
CEO





The journey leading up to coming here has been emotional and uncertain, but we are leaving bibic with clarity and optimism.

Who we are and how we make a difference

Our purpose

Why we exist

We offer holistic therapy to children and young adults with neurological, behavioural and developmental challenges, enabling them to understand themselves and the world around them. We champion their perspective, helping others to see it too. Together we transform families' lives so they can thrive.

Children and young adults with disabilities and additional needs are often unsupported and excluded from society because there is a lack of understanding about their needs and how they can be met.

At bibic, we passionately believe that every child and young adult deserves to thrive, contribute in their community and live happy lives. Increasingly we see children and young adults with less understood, hidden health or behavioural needs as well as those with profound disabilities or special educational needs. With or without a diagnosis, we're here to help them overcome their challenges.

Our holistic assessments and therapies are both bespoke to each child or young adult and as individual as they are. We support the whole family, not just the child or young adult we are working with.

Families can find themselves in crisis. We stand by their side to help them understand their child's needs, empowering them with strategies to support their daily life and long-term development.

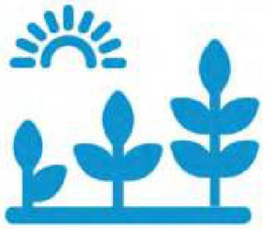
Public benefit statement

The Trustees confirm that they have paid due regard to the Charity Commission's general guidance on public benefit under the Charities Act 2011. In particular, they consider how planned activities will contribute to the aims and objectives of the charity and are satisfied that all activities continue to be related to its purpose as set out in the governing document. The charity exists to benefit children and young adults with a wide range of additional needs and disabilities and their families. Our public benefit is best understood through the words of the families themselves and we have shared as many as possible with you within this report.

Holistic



Transformative



Nurturing



Progressive



What we do

bibic is the only UK organisation providing such individualised and holistic therapy. We look at the whole person during assessment to create a holistic therapy plan which supports a child or young adult's specific needs. This includes a blend of sensory, cognitive, behavioural, emotional, developmental and physical exercises as well as strategies to help at school, at home and when out and about.

Children and young adults with disabilities and additional needs often have multiple diagnoses or difficulties, one concealing another or with symptoms overlapping, which requires specialist and comprehensive therapy. Our "whole person" approach delivers more effective and lasting positive outcomes.

This core service represents 80% of the work we do.

69% of the children and young adults we support have no diagnosis.

bibic's detailed report helps families access further support from the NHS, local authorities, at nursery, school or college and through other organisations.

Every two day assessment package costs around £2,085. The family is asked to contribute £600 and bibic fundraise the remaining £1,485.

We have a special fund to help cover the family contribution, keeping true to our founding vision of never turning away a child or young adult who needs our support. Thanks to the support of several donors, including Irwin Mitchell LLP and Somerset Community Foundation (Wessex Water Community Fund), this year our fee-waiver fund helped nine families access crucial support.

Our core service: two day assessment

Two day assessment, bespoke therapy programme and support package

Day 1

Our Therapist works closely with the child or young adult to carry out a wide range of tests, screeners, exercises and observations. They listen carefully to the whole family's concerns to get a good understanding of their challenges and needs. They then create an individualised developmental therapy programme that supports the child or young adult's specific needs.

Day 2

On day two, we empower parents and carers to become the Therapist by explaining the therapy plan, training and supporting them to deliver it at home.

6 months

We stay in close contact with families for at least six months, providing ongoing support with regular scheduled calls and support whenever they need to lean on us. We formally evaluate progress at six months and introduce new therapies and strategies regularly to keep pace with their development.

Ongoing

After six months, they are invited back for a reassessment and further support if needed. Our new post-service support sessions and bespoke consultations now support families more flexibly. We often continue supporting children, young adults and their families for many years.

Our other services

We also have a range of other services that families can access at varying prices ensuring our services are accessible to all. These services can be stand-alone or combined to offer bespoke packages that align to our values. These services are usually delivered digitally but can also be delivered face to face (aside from dyslexia screeners, Irlen and Johansen assessments which can only be delivered in person).

Short assessments

We offer short assessments to look at specific difficulties around behaviour, wellbeing, early years development or sensory processing. Therapists will collect evidence from the parents, children or young people, listening to all their concerns and difficulties. From this, the Therapists can evaluate these difficulties to see if they align to any specific condition and then provide strategies for the families, children or young people to carry out at home to alleviate these struggles.

"The bibic Therapists were so sensitive to our needs, particularly our child's. The assessment process was informed and validating. We feel more prepared for the next steps on the journey of life ahead of us."



Screeners

Our Therapists carry out screening tools for autism, attention deficit hyperactivity disorder, dyspraxia, dyslexia, and sensory processing difficulties. Our detailed reports can provide supporting evidence to help families gain a diagnosis. Most importantly, strategies are also given to support the family, child or individual in managing these associated difficulties.

Irlen syndrome screening

This service specifically investigates visual processing. Visual processing can impact on reading, writing, attention and concentration, headaches, light sensitivity and much more. It can affect people of all ages and can change and shift over time. The assessment consists of looking at different images and observing the varying amounts of discomfort they can cause. Specific-coloured overlays will then be trialed - these can have a huge impact on ability to complete certain tasks. Irlen work can be delivered alongside other services to gain a more comprehensive and holistic picture of an individual.

Training seminars and webinars

These sessions bring together both parents/carers and professionals, covering topics such as managing challenging behaviour including ADHD, sensory processing, developing independence, working memory and processing, dyslexia, dyspraxia and dysgraphia, social and emotional development, language development, visual processing, typical child development and autism. They help increase understanding of the needs of children and young adults with disabilities and additional needs and how best to meet them. We also provide bespoke training for other organisations such as schools, voluntary organisations, and prisons.

Johansen Individualised Auditory Stimulation (JIAS)

This six-to-eighteen-month programme involves listening to specifically composed synthesised music that is proven to stimulate the neural pathways of the brain that deal with language and auditory information. Many individuals see improvements in noise sensitivity, expressive language, processing speed, word finding skills as well as memory, listening, concentration, language comprehension and self-esteem.

"We feel completely seen and heard for the first time. The Therapists are fantastic and the focus on practical strategies and tools give us knowledge and confidence to better support the children."

School Liaison

bibic Therapists often liaise directly with professionals at nursery, school or college about an individual child or young adult. This may include joining families for meetings with teachers or attending Education, Health and Care Plan and multidisciplinary meetings. We also visit schools to carry out our assessments for a child within the classroom setting if that is where they are experiencing significant difficulties. We can also assess whole class groups to support teachers in managing and supporting the whole group's sensory needs. This crucial support helps families access more support for their child and helps teaching staff to better understand the child's needs so they can enable them to thrive and reach their potential.

Additional Support

Parents, or young adults themselves, can book regular or ad hoc telephone or video consultations with a Therapist to discuss specific issues in depth and support ongoing development. Our post-diagnosis support sessions provide specific strategies for children and young adults who have been given a diagnosis. Our Support and Advice Line (SAL) provides immediate telephone, text and email support for parents, carers and teachers, or young adults themselves. Whether it is for advice with day-to-day concerns, handling behaviours and meltdowns, questions about our therapies or signposting other support, we are here when they need us. Our post-service support sessions deliver a flexible service for families that have completed their six months of key working support after a full assessment, but who do not need a re-assessment and a further key working period.

This year we have continued to deliver interactive, live online Q&A sessions to provide regular and free access to Therapist support. These sessions provide immediate support for families on our waiting list or those who are currently working with a Therapist. They will also give us a platform to significantly increase our reach, accessibility, and impact with more families across the UK.

Who we support

bibic supports children and young adults (aged 6 months to 25 years) with a vast range of disabilities and additional needs. In 2022/23 this included over 50 different diagnoses or suspected diagnoses, including but not limited to acquired brain injury, autism, attention deficit disorder, attention deficit hyperactivity disorder (ADHD), global developmental delay, cerebral palsy, Down's syndrome, sensory processing difficulties, dyslexia and dyscalculia.

Their needs are often complex, with symptoms or difficulties overlapping. Some have profound and multiple neurological disabilities and others have difficulties that severely impact their daily lives. We increasingly see children and young adults with less understood, hidden difficulties such as behavioural, sensory, developmental, communication or mental health difficulties caused by unmanaged conditions.

"For the first time in over 7 years I feel heard, validated and supported as a parent. bibic see beyond my child's challenges and see him for the incredible person that he is. I feel I finally have a plan to help my child to thrive and be even more awesome."

489 children and young adults
876 parents and carers
437 siblings

Note: Our previous Annual Report's figures included only children and young adults who received their first service within the year. We recognised that this does not accurately reflect our impact. The figures above now include those who are still receiving key working support after their first assessment in the previous period.

69% of the children and young adults we support come to us without a diagnosis

Many parents cannot get their concerns heard and come to us desperate for help for their children and young adults. They describe intense family stress including stress to siblings, exhaustion, social isolation and parental separation. Our holistic approach aims to support the whole family, not just the child or young adult. The wellbeing of the whole family is at the heart of our approach.

During each year we not only support the families who come to us for one of our services, but also families we have already worked with who are still receiving key working support after an assessment during the previous year. This year we have directly helped a total of 1,980 people.

489 children and young adults were supported within our assessments in 2022 - 2023

Girls tend to present in wider ranging/subtle ways, particularly for autism. They tend to mask behaviours and have better social integration skills. Early intervention is vital, and we work with healthcare and education professionals to help improve early identification.

"I wish we found you a long time ago!"

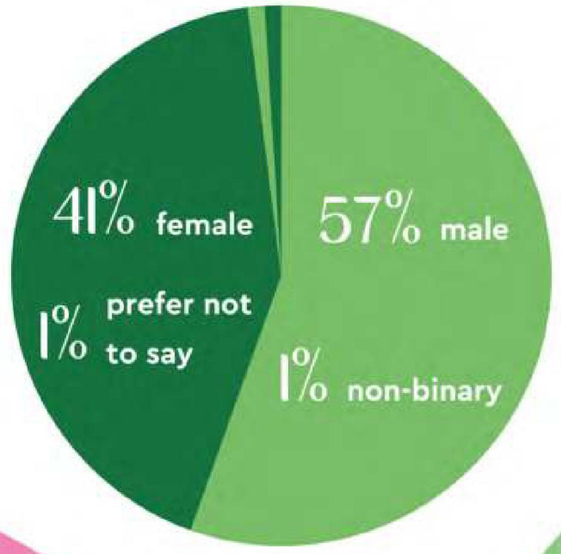
We support children and young adults across the UK

The average age we support is **10** years old

Most children we support are aged **4 – 14** years old

"We came to bibic with hunches and instincts, exhausted from trying to gather what strategies we needed. We have left with clear, reliable information about our child's profile, for us and school. And a set of realistic steps which we can see will make a huge difference. We know this will change our child's life and we are so grateful."





80%



live within the South West near our National Therapy Centre in Somerset and we see clusters in areas of deprivation and urban areas.

"bibic will make such a huge difference in our lives that we can now look forward to a positive future."

Activities delivered this year

This year saw a sustained increase in enquiries with 1,315 families getting in touch to discuss our support. The waiting list for a full assessment had increased to 68 weeks at year end. The demand for our services far outstrips our current capacity. Our greatest strategic challenge is to sustainably grow fundraising income to recruit more Therapists so that we can support more families and reduce the wait they need to endure.



Enquiries received

691 in 2020-21

1,059 in 2021-22

1,315 in 2022-23

Our two day assessment, therapeutic and ongoing support programme represents around 80% of what we do.

"bibic has been so amazing at helping us navigate the long road of exploring our child's neurodiversities. We have felt very supported and have been given some fabulous tools to help our child utilise their 'super-hero powers' (as they are now being called in our house)."



We delivered 489 assessments and other services

362 of these were our two day assessments - a 39% increase on the previous year

25 children and young adults had a re-assessment and a further six months of key working support after their initial two day assessment, therapy and support.

18 children and young adults benefitted from the powerful intervention provided by Johansen Individualised Auditory Stimulation and 20 were able to benefit from our Irlen Syndrome screener.

64 children and young adults were helped through our other services. These include our one-day assessments, screeners, consultations, post-service and post-diagnosis sessions, as well as our shorter assessments focused on wellbeing, behavioural, early years development and sensory needs.

A further 133 people participated in bibic training sessions

Our Therapy team spoke with 45 families through our free Support and Advice Line

How we make a difference

The families, children, and young adults that we support experience a wide range of difficulties each unique to them. The outcomes of our therapeutic interventions are wide ranging due to this. They include but are not limited to:

- A reduction in certain mental health difficulties that are caused by neurodiversity such as anxiety, depression, obsessive behaviours, hyperactivity, self-harm, aggression and suicidal thoughts
- Improved self-esteem, confidence, self-awareness, and independence
- Reduced school exclusion and refusal, in some cases being able to transition back into education
- Improved cognitive, comprehension and communication skills
- Increased concentration, engagement, and attainment at school
- Improved gross and fine motor skills, movement and coordination
- Improved speech and language skills
- Improved functional behaviours such as those that affect sleep, eating and toileting
- Greater ability to form and maintain social relationships
- Improved community interaction and group work
- Enhanced family cohesion
- Improved likelihood of diagnosis through bibic's detailed reports
- Improved access of support from local authorities, the NHS, nurseries, schools, colleges and universities through bibic's liaison

Our Theory of Change came into practice towards the end of 2022. At the beginning of each family Therapy Plan Therapists set out the aims and goals for the family, which link with the following positive changes:

- Increased understanding about their specific needs
- Increased mental wellbeing
- Increased independence or life skills
- Increased engagement with education
- Fewer incidences of challenging behaviour
- Reduced family stress

Each of these mean families, children and young people with neurodiversities and additional needs are included, contribute to society, live happy lives and thrive.

Over the last 51 years, our Therapists have supported more than 20,000 children, young adults and their families.

"Thank you for the amazing report of all the things that our money helped with. That is so amazing to see and I'm really glad that we could play a little part in helping you to help the children you support. What fantastic work you do."

Debbie Staveley,
CEO and Founder
bClear Communications

How we measure success

Our evaluation processes are much more enhanced and ensure we receive feedback from the parents, children and young adults. We are now getting better response rates and higher quality data and feedback. These new systems also more effectively involve children and young adults (if developmentally able), especially younger children. To add to this, we have introduced "Brains of bibic" a service user forum for children and young adults that bibic have supported. It enables them to give their view on what went well during their assessment and what could have been improved.

We use robust, nationally recognised tools to capture evidence of the difference we make. These tools measure changes in wellbeing, independence, engagement with education, behaviour and family stress. They allow us to gain real depth of understanding and regular monitoring enables new exercises and strategies to be introduced in line with the child or young adult's development.

Our approach includes:

- Goal Based Outcomes (GBOs): A ten-point scale outcome measure for children and young adults with additional needs/disabilities. Goals are identified at assessment and measured at least twice afterwards.
- Parent/carer and children/young adult surveys: Different versions of surveys which provide a baseline from initial assessment and after six months.
- Experience of service questionnaire: To capture feedback about the experience of bibic after assessment, with different versions for the parents/carers and the child or young adult.

Recognised as a recommended specialist service across numerous Local Authorities who signpost families to bibic; this helps our reports to be used as evidence to help support children and young adults to access statutory support through Education, Health and Care Plans (EHCPs).

What parents and carers told us

96% agree or strongly agree that bibic helped them better understand their child and their needs

89% think that the school better understand their child's needs after bibic's support

88% agreed or strongly agreed that bibic's support helped to reduce family stress

85% said that the goals set during their child's assessment had been achieved

83% feel their child is happier after bibic's support

81% think that bibic's support helped them to get a diagnosis for their child

74% think their child had improved self-esteem after bibic's support

The statistics shown are based on feedback from a survey completed during 2021-2022 from parents and carers who had used bibic services from the last 7 years.

Putting families first

Our work is shaped by the families we support. Our assessments are driven in shape, content and focus by the goals set by the family or young adult. We also proactively involve families in consultations, surveys, service user forums and informal conversations as well as actively seeking regular feedback. This helps us gain their perspectives on different issues and ensures we place the child or young adult and their family at the centre of our work to inform our decision making.

Equity, diversity and inclusion (EDI)

At bibic EDI is at the heart of all that we do.
As part of our restructure and to develop our EDI work we have recruited internally for a Therapist to become our EDI lead and support the CEO in all of our EDI work.

This post commenced in April of 2023 and our ambitions for this role are to:

- Review and develop our language policy to ensure that we are mindful of the use of language in all aspects of our work.
- Deliver unconscious bias training to all of the bibic team with the support of the CEO.
- Co-chair regular EDI meetings to ensure that we are aligning our work to our EDI action plan.
- Research ways to be more inclusive and reach hard to reach communities.
- Review our online services to ensure that we are being inclusive in our online work.
- Work with Marketing and Communications to develop our social media reach.
- Support the delivery of our Service User Forum – 'Brains of bibic'.
- Promote our bibic values in all that we do and encourage and support staff to embed these values in their day to day work.
- Keep up to date and in line with current EDI policies. Adapting what we do to ensure we are working within best practice guidelines.



Other future plans are to:

- Expand awareness of our work outside of the South West to ensure that we are accessible for families that need us, particularly within deprived and urban areas.
- Continue to review our website, social media and marketing collateral to ensure they are accessible, include diverse stories and imagery, have descriptions on photos, that the colours, fonts, sizing and navigation comply with Web Content Accessibility Guidelines and that the language used is inclusive and adheres to our language policy.
- The expansion of our outreach work to include areas that we have not yet accessed via outreach clinics including Northern Ireland and the West-Midlands.

Digital services

Digital services, introduced at the start of the pandemic, continued to be vital alongside face-to-face services as we slowly increased capacity back to normal level at the National Centre as restrictions eased. After engaging with families to evaluate the digital services, we made these a permanent option and began to examine the development of flexible packages of wider support and intervention through digital platforms.

Whilst most families still choose face-to-face assessments, the digital option will increase accessibility for families who live further away or for whom the challenge of travelling with their child, or costs of travel and accommodation are prohibitive.

Our evaluations also showed that digital assessments can allow Therapists to observe more natural behaviours, particularly for children who are stressed/anxious in unfamiliar environments. This may mean assessments become more effective in certain scenarios, allowing for more impactful therapeutic intervention.





A disproportionate impact

The long-term impact of the pandemic, lockdowns and school closures has left ever more families seeking support and this has contributed directly to a dramatic increase in enquiries alongside increased public awareness and an unprecedented number of recommendations given by families who feel bibic's unique holistic therapeutic approach has been transformational.

The pandemic has disproportionately affected children and young adults with disabilities and additional needs, and their families. Studies show the impact on their education, health/wellbeing and social development is likely to be long-term.

70% of bibic parents and carers say the pandemic has intensified their child's difficulties. This includes behaviours such as severe meltdowns, self-harm, aggression, and obsessive compulsions together with developmental difficulties (communication, sleep, learning, toileting) and mental health challenges (severe anxiety, depression).

bibic skydive days

Events fundraising is hugely important to bibic and a wonderful way for our dedicated and generous supporters to get involved and show the difference that our work makes to them and our local and national community of families. This year our supporters have run marathons, held bake sales, coffee mornings and jumped out of planes in support of bibic. We could not be more grateful to all those individuals fundraising to support families. Thank you!

"Taking part in the skydive for bibic was the best thing I have ever done. I have always been a bit of a dare-devil and have wanted to do a skydive, and when the opportunity to do it for the amazing charity that is bibic, I couldn't turn it down! I was extremely excited during the lead up to the jump, my jump partner was great and really informative, he made me feel completely at ease. The adrenaline rush was second to none and the jump was completely exhilarating! I'd recommend it to anyone and will definitely do another one soon! I ticked something off of my bucket list that day and also got to raise money for an incredible cause."

- Harriet
bibic supporter

"We had all the training before the jump. The plane took about 10 minutes to get up to 15,000 feet and the views were incredible – I could see the south and north Devon coastlines as well as Taunton.

Once ready we left the plane in a 'tumbling' fashion! The mini chute slowed our descent from 200 mph to 120 mph and I was allowed to wave my arms about.

After 60 seconds the main chute opened and our descent slowed to 20 mph and I was able to enjoy the amazing views. I also got to control the chute by pulling the straps which enabled us to turn and rapidly increase speed. Landing was literally a soft bump right in the middle of the landing zone and it was all over but it was a fabulous lifetime experience. I'm so glad I got to jump for bibic."

- Andy Hirst,
Corporate and Community Development Officer





15,000 ft

in the air and free falling for 60 seconds

11

people jumped to raise money for bibic

£7,682

was raised in total through bibic skydive days through 11 jumpers



Our goals and the people that helped us meet them

Progress against strategic objectives

Goal 1

Support more families

Achievements

- Supported 489 children and young adults during the year.
- Recommenced clinics and home assessments to support families outside of the centre.
- Launched our 50 years of Impact Report in September 2022 to celebrate our 50th anniversary.
- Continued our support directly with young adults, alongside support for parents and carers.
- Recruited and trained two additional Therapists to expand the Therapy team to nine.
- Developed professional working relationships with the local NHS and set up a regular working group to ensure that our services align.
- Invested in our free Support and Advice line to support more families at a direct point of need.
- Learnt from our Impact Report and work with families to continually adapt our services to ensure that we are meeting the needs of all.
- Launched our new brighter and more friendly brand and our four new bibic values.
- Continued our free monthly Q & A sessions on a various range of topics including sensory processing, understanding autism and educational transitions.
- Always keeping families at the heart of every decision.

What we didn't achieve and lessons learned

- School enrichment days were not a priority and were put on hold – this will be a focus in our new five year strategy.
- That we needed to collect our impact data in a more efficient way – decision made to invest in a dashboard to collect all demographic and impact data.
- That we still needed to increase our reach to meet the needs of those all over the UK.
- That we couldn't keep up with the enquiry demand so we made the difficult decision in summer 2022 to hold enquiries for a month. This gave our team the chance to catch up with enquiries and to book families in. We also were mindful that it set the expectation for families and that we were actually able to get back to families more quickly. This decision put families at the heart of our work. We also realised that we may need to hold enquiries several times per year to keep up with demand.



Goal 2

Grow sustainable income

Achievements

Embedded our Fundraising Strategy:

1. Increased the diversity and sustainability of our voluntary income.
2. Enabled bibic to achieve sustainable long term income growth so that we can increase capacity to meet demand.
3. Increased our profile and reach with families that would benefit from our support.
4. Recruited a full time Grants and Trusts Officer to lead our Grants and Trusts applications and steward our donors.

- Carefully monitored our increasing demand and fundraising performance and invested in Therapy so that we could reach more families all over the UK.
- Restructured the Fundraising and Marketing team to ensure that bibic was prioritising the correct funding streams with the best return on investment.
- Started recruitment for a part time Individual Giving Officer to support the Individual Giving programme at bibic and develop donor relationships.

What we didn't achieve and lessons learned

- We revisited commercial income and made the decision to focus any commercial income around training and development, hence recruiting for a Head of Therapy and Business Development to expand this area of our work.
- We learnt that we needed to better invest in our donor stewardship and engage donors better via digital platforms. We made the decision to invest in an Individual Giving Officer to better steward our donor journey.
- We didn't achieve the budgeted income and growth however we restructured our Fundraising team to ensure that the skills were focused in the right areas so that we could expand our reach across all income streams.



Goal 3

Maximise value of resources

Achievements

- Restructured the organisation to develop the leadership team and recruited a Head of Therapy and Business Development.
- Internally promoted two Therapists to lead the Therapy team.
- Enhanced the skill set within the Therapy team by investing in training and development including Trauma Training, further Safeguarding Training and EDI Training.
- Invested in staff to build our sustainable income within fundraising.
- Continued to build our training arm and increased income via Therapeutic interventions.
- Maintained low staff turnover, retaining our expert and highly qualified and trained staff.
- Second year running bibic was runner-up in the 2023 Somerset Business Awards 'Charity of the Year' category which recognised the high standard of bibic's governance, management, use of fundraising income, contribution of volunteers and sustained impact.
- Developed our add-on services including JIAS and Irlen assessments, and our other shorter assessments including consultations and post diagnostic support.
- Planned our first service user forum which started delivery in spring 2023 .
- Enhanced the diverse skill set within our Board by building the Board up to 10 Trustees.
- Developed strategic decision-making skills.

What we didn't achieve and lessons learned

- We received a lot more evidence and enquiries from professionals working in a wide range of sectors asking for training in the areas bibic specialises in. This has led to a training review in order to develop a bespoke training and development package for particular sectors including education, social care, medical and criminal justice.
- Adapted our webinars to one hour due to timing demands on staff and families.
- Our enquiry demand was putting pressure on our admin team so we recruited another part time Services Coordinator to support enquiries and booking. We adapted our whole enquiry process to make it more time efficient and family led.
- Developed our strategic leadership skills to make decisions that impacted on families and resources.



"Not only do I have the privilege of meeting so many incredible young people and their supportive and loving families, but I am also fortunate to be a part of an incredible team who go above and beyond when supporting families. Being a part of such a caring and passionate team is a huge privilege, and I am always reassured in knowing I can rely on them to be there to support me no matter what."

- Charis, Developmental Therapist



We have now come to the end of our three year strategy so we move into our five year strategy 2023 - 2028 – see all of our new plans on page 27 - 28

bibic strategic priorities

2023 - 2028

Mission Statement

We offer holistic therapy to children and young adults with neurological, behavioural and developmental challenges, enabling them to understand themselves and the world around them. We champion their perspective, helping others to see it too. Together we transform families' lives so they can thrive.

About bibic

bibic is a small national charity making a big difference. Since 1972, we have evolved into a national charity supporting not only those with brain injuries but a wide range of disabilities, developmental conditions and learning difficulties; bibic passionately believes that every child and young adult deserves to reach their potential and live a fulfilling life.

We deliver assessments and bespoke developmental therapy to children and young adults and training to parents and professionals. We see them with or without a diagnosis and support a wide range of difficulties, including conditions such as autism, ADHD, cerebral palsy, global developmental delay, Down's syndrome, sensory processing difficulties and many more.

Who we exist for

Children and young adults, between the ages of 6 months and 25 years with neurological, behavioural and developmental challenges.

Our values

We have values that encompass everything we do at bibic.

Holistic 360°

A blend of sensory, cognitive, emotional, developmental and physical exercises that support a child or young person's specific needs. We go 360 and are for the whole family.

Nurturing

It's what we do best. We know that the child or young person and their families can experience intense stress, isolation and exhaustion. We stand by their side to help them understand the specific needs, empowering them with strategies to support daily life and long-term development. Care shines here.

Progressive

We offer support with or without diagnosis. We find the answers families are searching for and explain them in terms that everyone can understand, no question is too silly. Always learning and always improving.

Transformative

We recommend small changes which are achievable and make a big difference. We explore all areas of the individual's development in order to unpick the foundation causes of their challenges and provide strategies to thrive.

Strategic pillars and objectives

Pillar 1

Expand bibic's reach to more families

1. Review and implement efficiencies in the delivery of bibic therapy.
2. Continue to deliver clear and bespoke offers to families.
3. Continue to improve impact measurement building on Impact Report recommendations.
4. Expand and enhance digital offer to increase income generation through therapy.
5. Develop and implement bibic's EDI vision across the whole organisation.

Pillar 2

Grow sustainable income streams

1. Adhere to the Fundraising Strategy and action plans as per each Financial year.
2. Prioritise diverse fundraising income streams and build sustainable income.
3. Implement the new Communications Strategy and Marketing Plan.
4. Restructure the organisation to ensure that fundraising streams are targeted correctly with the right skill set.
5. Recruit a bibic Ambassador to promote bibic externally.

Pillar 3

Maximise value of all resources

1. Continue to develop leadership and senior expertise.
2. Review and implement opportunities to develop partnerships with other likeminded organisations.

All of this is only made possible with you by our side

Our work can only be achieved with the generosity of our friends and supporters. We can only support families thanks to the people and organisations who help fund our work and the volunteers who dedicate their time and energy.

Fundraising

Thank you to those we have mentioned here in our report and so many others. Our team of staff and volunteers at bibic work tirelessly to raise money to provide our expert Therapeutic intervention and to make sure that no family who needs us is ever turned away.

Income from fundraising helps ensure we can keep our family contribution as low as possible and that we can offer free resources and services as further support, as well as provide fee waivers to low-income families.

£130k
was raised this year from individuals.

£25k
was raised by businesses who have donated funds or whose staff have raised money.

£22k
raised through the fundraising activities of our community supporters.

£14k
was received from people who chose to remember bibic in their Will.

Almost £204k
was received from grant-making organisations.

We are so thankful to each and every charitable Trust and Foundation that they entrust bibic to spend their funds in a way that makes a real and lasting difference.

Special thanks

go to BBC Children in Need, The Garfield Weston Foundation, The National Lottery Community Fund and many others.

Together we have raised over

£413k

(including Gift Aid)

This represents a 7% increase on the previous year (2021/22: £384k). The year prior to that had higher fundraising income due to the Covid-19 response (2020/21: £494k) however the year previous was in line with this at (2019/20: £392k,). We are deeply grateful for this support. We are so thankful to each and every donor as without their support we could not do our essential work.



A special thank you to our bibic families

We would like to extend a huge thank you to the families of children or the young adults who attend bibic, and who allow us to share their stories on our website, in our appeals or on social media, and to those who agree for their children to be included in our Sponsor a bibic Child regular giving programme. Sharing the positive impact that bibic makes to the lives of the families who come to us enables our supporters to see the difference their donation enables.

We are proud of the work that we do and so grateful to all who share their stories with us, and with our community of donors and supporters. These stories help bibic to reach families who may desperately need support, and demonstrate the impact of our work in helping transform a child or young adult's life.

"It's really helped me understand myself, and that having any neurodiversity is not a disability, it's actually really cool!"



"bibic are welcoming and reassuring giving the opportunity to "just be", providing stress free support and guidance - so so positive!"

Our volunteers

At bibic we are lucky enough to benefit from volunteers who come to work with us here at our National Therapy Centre in Langport.

We are so thankful for the time, enthusiasm, thought and expertise given by every single volunteer. This year, we had 18 volunteers support us in our work.

Volunteering tasks vary hugely over the course of a year at bibic. They have supported us by helping out with equipment for assessments, helping with the all-important administration of a small but busy charity, taking photographs or picking up collection tins – we couldn't do what we do without their time and dedication.

Particular thanks go to our Trustees, who give considerable time to their voluntary roles on the Board and continue to steer bibic with their expertise, commitment and support of our staff. We welcomed 6 new Trustees this year and we look forward to their continued work with us.

The value of the contribution of volunteers is not reflected in our financial reports, however they bring huge value to the staff team and to our work at bibic.

"It is always such a privilege to see how bibic are able to support an entire family and the difference they can make to a child's life.

A family said it was like being given the picture to a puzzle you've always been completing blind and now it all starts to make sense."

- Grace, Volunteer

"I would love to come back to bibic if the opportunity arose. I had a lovely time, everyone was so nice and it was very interesting.

Thank you so much for allowing me to do my work experience here, it was very informative and fun."

- Emily, Student Placement

"Thank you all so much for being so kind and understanding. I have enjoyed every minute and opportunity.

I can't wait to foresee Therapy as a career in the future."

- Nancy, Student Placement

Case study



We suspected Eleni had difficulties at around year three at school, she would talk about words and letters jumping or moving on the page. The symptoms seemed to improve, but in hindsight, I think she just got better at managing them, and it became so normal she just didn't mention it. However, it has meant that reading has been a slow and frustrating activity for her, always being worse at times of stress.

It was noticed that Eleni would struggle to read for long periods of time, would read quite slowly and guess words or phrases to mask the difficulties she was having. At school, this would mean that she sometimes completely misinterpreted a question, which would pose problems with exams and tests. Reading from the whiteboard in the classroom could be tricky, particularly photocopied sheets and exam papers, meaning it would take her longer than others to take in the information, causing her stress.

As Eleni found it tricky to copy things from the board, she would find that her understanding of the information was lacking because of the trouble reading and processing it. Her difficulties also significantly impacted her enjoyment of reading, particularly books for fun, as they could be a struggle for her.



After having our Irlen assessment, Eleni says she felt relieved and grateful learning about Irlen syndrome at bibic and that the overlays have made a huge difference to her reading, both for pleasure and in school. She has been enjoying reading books over the summer and finds processing written and printed information in class so much easier now with the overlays.

She is now more relaxed about her reading and doesn't stress so much about having to read information in class, particularly under exam conditions. It has certainly removed one of the weights that was pressing on her young shoulders.

Eleni used to struggle a lot with headaches, and these have decreased. When she forgets her overlays, you can really see a difference, both with headaches and tiredness. She reads quicker, more fluently and makes far fewer mistakes. They really helped her during her recent mock GCSEs at school, where she found it easier to understand and process the questions.



bibic is a really nice and safe environment with people who are trustworthy.

Financial review, risk and future plans

Financial performance

In April 2022, the impact of two years of repeated restrictions was felt by our small charity with the continued reduction in our ability to run fundraising events and activities.

The sustained efforts of our Therapy team to innovate the delivery of our Developmental Therapy and assessments despite the closures of our National Therapy Centre in 2020-21 meant that therapy income stayed steady and grew in 2022-23.

The effect of the pandemic on voluntary income continued throughout 2022/23 and whilst our community, corporate and events income has taken time to pick back up to pre-pandemic levels we have been so grateful for all our supporters. Our grants income grew from the previous year as did our fundraising overall.

However we are aware that with the cost of living crisis affecting the whole sector fundraising is going to be more essential than ever. Our focus is to ensure that service capacity can be maintained and expand to meet ever-increasing demand for therapeutic support.

Total income for the year was £647k (2021/22: £555k). Income from donations and legacies amounted to £413k (2021/22: £386k) income from charitable activities (therapy related income) amounted to £220k (2021/22: £168k) and other income was £14k (2021/22: £1k).

Total expenditure for the year was £733k (2021/22: £619k). This resulted in an operational deficit of £86k (2021-22 £64k deficit). This was principally due to investing in training new Therapists to meet the need of referrals and enquiries, expanding the Family Services team. We also invested in fundraising support.

We restructured the organisation, finalised an evaluation project and delivered a brand review. Governance costs also increased.

Total income for the year
£647k
2021/22 £555k

Total expenditure
£733k
2021/22
£619k

Operational deficit
£86k
2021/22
£64k deficit

Income from donations and legacies
£413k
2021/22
£386k

Income from charitable activities therapy related income
£220k
2021/22
£168k

Other income
£14k
2021/22
£1k

Where our income came from

- Grants £204k (2021/22: £116k)
- Donations £130k (2021/22: £89k)
- Community £22k (2021/22: £13k)
- Corporate £25k (2021/22: £20k)
- Legacies £14k (2021/22: £146k)
- Therapy £220k (2021/22: £168k)
- Gift aid £18k (2021/22: £16k)
- Other £14k (2021/22: £1k)

Total £647k (2021/22: £555k)

How we spent the money

- Charitable activities £461k (2021/22: £389k)
- Raising funds £214k (2021/22: £188k)
- Governance/other costs £58k (2021/22: £42k)

Total £733k (2021/22: £619k)





The Trustees aim to increase the proportion of spend on charitable activities by improving fundraising performance, including increasing return on investment of specific fundraising activities, supported by enhanced marketing and communications. Some progress has been seen this year and plans are in place to further improve the ratio in 2022/23, whilst maintaining investment in fundraising to grow income.

Reserves

The Trustees maintain unrestricted funds to reduce dependency on any of the charity's income streams, particularly fundraised income which is subject to fluctuation. The charity is committed to the children, young adults and families who receive support for a minimum of six months, but often many years. The Trustees therefore feel it is important to maintain free reserves at a level which ensures continuity of bibic's unique service and to fund projects that improve services for children and young adults all over the UK.

bibic's reserve policy was developed on the basis of the inherent level of risk within our business model. This model delivers high committed costs/low flexible costs, alongside a blend of unpredictable fundraised income and sustainable therapy income. The Trustees review the policy annually; taking into consideration the principal risks faced by the charity and their mitigations together with likely projected income and expenditure. As a result of this work, the Trustees considered that the current reserves policy was still satisfactory and they aim to maintain a target range of reserves of between six and eight months of annual budgeted operating costs, which represents £390k to £520k.

At 31 March 2023, total funds held amounted to

£349k (2021/22: £436k)

Of these, restricted funds were

£111k (2021/22: £44k)

Designated funds were

£57k (2021/22: £108k)

The charity's free reserves were

£181k (2021/22: £284k)

Free reserves comprise the total funds available to the charity, less those reserves whose uses are restricted or designated for specific purposes.

Restricted funds are those that must be spent in accordance with the donor's specific instructions or which have been raised by the charity for a specific purpose. Information about restricted funds is at note 18 in the financial statements. Each restricted gift has a timescale for spend, usually within 12 months. The charity operates a detailed restricted funds register to track and report spend against each gift.

Unrestricted funds which are not 'free reserves' are termed 'designated funds'. These designated funds include funds set aside by the Trustees for certain purposes, sums covering key fixed assets that are essential to enable the therapeutic work of the charity to continue, and an estimate of potential exit costs. At the year end, the balance of funds set aside for certain purposes amounted to £11,462 whilst the sum of £45,300 covered key fixed assets and potential exit costs. It is intended that the various funds set aside for certain purposes would be spent within 36 months of the initial designation for that purpose.

The charity sector is facing a continued period of uncertainty and the aim of many of the designated projects is to improve efficiency and performance to provide enhanced services and facilities to the children, young adults and families. Free reserves are in place to protect the charity and will be used to cushion the effect of the expected fall in fundraised income in the short to medium term so as to ensure the continuity of services.

In reality with the ever changing political and economic environment there may be a need for small charities to use their reserves pot to be able to sustain their work, especially when waiting on large application outcomes from Grants and Trusts, which may have a long decision making process. The Trustees deem that these decisions may be taken only when a full consideration of all the risks has been taken.

The Trustees will continue to consider the balance of risk and thus the level of free reserves appropriate for the needs of the charity in light of forecasts and future requirements. The charity's position against the reserves policy is monitored by the Senior Leadership team and Trustees on a bi-monthly basis.



Safeguarding

'Safeguarding is everyone's responsibility' - that is our belief at bibic.

Our commitment to safeguarding moves beyond looking out for the children and young adults we support; it extends to their families, our supporters and donors, our volunteers, our staff and everyone we come into contact with through our work.

Pip Buckley (CEO) holds overall Safeguarding responsibility, and the Safeguarding Panel is led by Chelsey Oxley (Head of Therapy and Business Development) and Claire Williams (Senior Therapist). Deputy Lead is Natalie German. All of the panel have completed full training and this is reviewed annually. Chair of Trustees, Laura Voyle, provides safeguarding leadership at Board level.

There has been an increase in safeguarding concerns across the year for various reasons including family breakdowns, mental health and wellbeing and involvement in the criminal justice system. At bibic we have been able to support families to attend various meetings, including team around the child, school meetings and other safeguarding related support.

During the year, we:

- Continued to review safeguarding frequently in Therapy team meetings, Leadership meetings, supervision sessions and at all Board meetings.
- Delivered annual update training for all bibic staff and trained new staff joining the charity; further training is booked for August 2023.
- Managed, reviewed and reported to Trustees four (2021/22: five) cases of concern within families and two (2021/2: zero) cases of concern in other groups (e.g., donors, staff, volunteers). Two more serious cases involving potential criminal activity were reported to the Police (2021/22: zero).
- Provided additional support to fifteen families (2021/22: 14) via extra key working sessions, liaison with social workers etc. to help prevent escalation to a level of concern.

For 2023 - 2028 we aim to:

- Recruit a Senior Therapist to oversee Safeguarding at bibic directly sitting within the Therapy Team (completed in April 2023).
- Recruit a Deputy Safeguarding Lead within the Therapy team to support during annual leave and/or sickness (completed in April 2023).
- Continue to enhance team learning around Safeguarding and look at ways to better support families through the whole of the UK - ongoing
- Develop our Safeguarding monitoring tools and sign up to Safeguarding systems that are used across schools and local authorities - ongoing
- Continue to review our policy annually and add additional updates from regular local authority training - ongoing
- Meet regularly to review all safeguarding cases at our Safeguarding Panel meetings - ongoing
- Ensure that all of our donor work is underpinned by safeguarding policy - ongoing
- Ensure that all of our team understand the difference between safeguarding, confidentiality and consent and how they link to each other - ongoing
- Ensure that we continue to keep children and young adults safe in all areas of our work - ongoing



Risk

The Trustees are responsible for regularly reviewing and assessing (and planning for the management of) risks and uncertainties that may have a significant impact on the charity's operations, thus beneficiaries. bibic operates a detailed risk register to review the strategic, operational and project related risks the charity may face; the likelihood/impact of those risks and the mitigation controls/plans in place in line with CC26 guidance issued by the Charity Commission.

The risk register is reviewed and assessed monthly by the senior leadership team and quarterly by the Board. A full review is conducted annually by the Board. Significant new risks or those which have increased in likelihood/impact are promptly brought to the attention of the Board by the CEO. The charity encourages all employees to be actively engaged in risk identification and risk management activity. The Trustees consider that the principal current risks and uncertainties are:

Nature of risk

Safeguarding issue resulting in harm to vulnerable child or adult

Control plans

- All staff safeguarding trained, with updates every year.
- Lead, Deputy Lead and Trustee Lead for safeguarding and child protection in place. A second lead has been added within the Therapy team.
- A dedicated Senior Therapist now responsible for Safeguarding supporting the Head of Therapy and Business Development and the CEO.
- Set up of a new Safeguarding Panel and regular safeguarding meetings to review and assess risk.
- Raised awareness in the Fundraising and Marketing team regarding safeguarding concerns and a member of the team attends the panel meetings.
- Safeguarding process and procedures regularly reviewed and effectively implemented.
- Ongoing relationships in place with Social Care, NHS and other relevant services.

Further commentary

Safeguarding is a principal part of bibic's work which is taken very seriously. Ongoing reviews of policies and practices will continue to take place to ensure that safeguarding is included in every agenda including team meetings, management meetings, one-to-ones and at Board meetings.

Nature of risk

Insufficient income driven through fundraising strategy to achieve our charitable objectives, strategic objectives and maintain operations

Control plans

- Strong five year Fundraising Strategy linking into overall five year business plan.
- Investing in the team and increasing expert skills in house.
- Diversifying streams of income including In Memory Of/legacies to give sustainability.
- Applying for multi-year grants for Therapist salaries and core costs.
- Head of Fundraising in place to give increased focus and to ensure we meet targets and increase engagement.
- Focus on corporate organisations and corporate foundations to create growth in areas where there could be a high return on investment.
- Campaigns twice a year - summer and Christmas.
- Investing in regular giving via recruitment of a part time Individual Giving Officer to develop regular giving streams.
- Better stewardship of regular givers including those who give to our appeals and other campaigns.
- Clearer thanking procedures in place including letter and if appropriate social media recognition.
- Developing new relationships with major donors to hold large regular bibic events.

Further commentary

The current economic and political climate will continue to impact on income generation and the Trustees are aware of this. We continue to diversify our income streams to ensure that money is not reliant on just one income source. We continue to review our costs also to ensure that they are in line with the current market. We will continue to fundraise for approximately 70% towards our work via several income sources and also are looking into other forms of income generation via our investment info and our training arm.

Nature of risk

The number of enquiries increasing at a rapid rate / not being able to keep up with ever increasing demand

Control plans

- Employment of extra admin to support with enquiries and first contact with families.
- Newly reviewed enquiry process removing duplicated work, so a smoother and more efficient process.
- Investment in the Therapy team including the recruitment of more Therapists.
- The increase in add-on services to offer choice while waiting on two day assessments including consultations and post diagnostic support sessions.
- Further time allocated to the Support and Advice Line which is now led by the newly recruited Assistant Therapist.
- Regular enquiry holds to allow staff to get back to families in a reasonable amount of time.
- Ongoing review of waiting times for assessments by Senior Leadership Team (SLT) and the Board.

Further commentary

Due to the current situation within the NHS around waiting times, the Trustees are aware that enquires may continue to rise. The Trustees and SLT constantly review the waiting times and will continue to consider further recruitment if required and there is secure funding to recruit.

Nature of risk

Staff retention - losing staff when demand is high

Control plans

- Pay and rewards review.
- Investment in staff training and development.
- Wellbeing support - Mental Health First Aiders, Regular supervisions, regular team meetings, employee assistance programme.
- Regular workload reviews to assess workload management.
- Additional benefits such as working from home and flexible working.
- Stress risk assessment as and where required.
- Access to work and reasonable adjustments.

Nature of risk

Data breach

Control plans

- All staff trained in GDPR to basic level.
- Data policy reviewed annually - review appointed DPO outside of Fundraising and Marketing and allocated a second DPO summer 2023, and appoint further support winter 2023
- External training available as and when required.
- Member of the ICO where advice can be accessed and given.
- Regular reminders and updates to full team around data protection, GDPR, PECR etc.

Further commentary

A full data protection review was completed during the year and one DPO role allocated in-house.

Future plans

Our Team - Recruitment and Development

To strengthen our team and to meet the needs of those we exist for, we continue to look to expand our team of Therapists and enhance the skill set of the team. In the next year we hope to train another two Therapists to support our families.

We also invest in the ongoing development of our current Therapists and plan to train all the Therapists to level 4 Makaton in the next year. Therapists all have ongoing Safeguarding training and this is updated annually.

The team have also completed four Trauma coaching sessions and will continue to enhance this understanding over the next few years.

We plan to support one Therapist to learn British Sign Language (BSL) over the next year too. This will support our own learning but will also potentially be used for our training and seminars in the future.

Clinics

As we continue to expand our reach across the UK we are planning to run several clinics in the next year including venues in Manchester, the West Midlands and London and the South East.



Training and seminars

Therapists at bibic hold a significant amount of knowledge in their field and this knowledge is so useful for other sectors. As we have developed the new role of Head of Therapy and Business Development, we are looking to review all of our training, including online seminars and re-submit our content for accreditation to be able to role this out both face to face and online.

We aim to reach sectors including healthcare, education, and criminal justice.

We are also working on a workplace training programme to support managers in the workplace to better understand and support their colleague with neurodiversities.

Ongoing celebration

As we move past our 50th year we plan to continue to celebrate the work that we do. We have reached so many families over the year and plan for this to continue into 2023/24 and beyond.

"I absolutely love being part of the team here at bibic. Being able to help and support families daily is incredibly rewarding.
As a team we all work so closely together and everyone is willing to help each other – nothing is too much trouble."

– Lucy Francis, Services Coordinator

Marketing and social media

Year on year we have improved bibic's social media reach, however we want it to continue to grow over the next five years. Our content includes fundraising, top therapy tips, celebration of our work, introductions to our team and Makaton signs to name a few.

As we focus on developing our marketing and social media strategy we hope to reach more children, young adults and families all over the UK and beyond.

Processes

We plan to review all of our processes over the next year and ensure that we are being the most effective and efficient that we can be. This will include a review of our key working process, our enquiry process and our consent process.

Policy review

We also plan to review our consent policy including parental rights over the next year. This is part of our overall safeguarding work by our Safeguarding Lead and Deputy.



Equity, diversity and inclusion (EDI)

At bibic we celebrate diversity and want to always be mindful of being inclusive in all that we do.

Over the next year we plan to develop our EDI work including:

- Reviewing our language policy and ensuring that the language we use is current and best practice in the world of SEND.
- Continuing to review our recruitment processes for staff and Trustees to remain inclusive and benefit from the best skills of those involved within bibic.
- Continue to build awareness of our work throughout the UK, reaching hard to reach communities up and down the country.
- Ensure that our website is inclusive and that the stories we use reflect the work that we do.
- Enhance our family engagement process by setting up a service user forum for families to feed back and develop our work.
- Developing a menopause working group and policy to support staff at work during this time. We have two menopause champions now supporting this work.



bibic was exactly what we had hoped for - completely child-focused, welcoming, listening, understanding, explaining, planning and supportive. The children were paramount and catered for at every step of the way and could be 100% themselves all day, every day.





Financial statements

Independent Examiner's Report to the Trustees of bibic

Independent examiner's report to the Trustees of bibic ('the Company')
I report to the charity Trustees on my examination of the accounts of the Company for the year ended 31 March 2023.

Responsibilities and basis of report
As the charity's Trustees of the Company (and also it's Directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. Accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. The accounts do not accord with those records; or
3. The accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. The accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Dick Maule FCA Independent Examiner
11th December 2023



Report of the Trustees for the Year Ended 31 March 2023

Independent Examiner: Dick Maule FCA, The Cross House, South Woodchester, Gloucestershire, GL5 5EL

Report of the Trustees, incorporating a strategic report, approved by order of the Board of Trustees, as the company Directors, on 11 December 2023 and signed on the Board's behalf by:

Laura Voyle
Trustee

Statement of Financial Activities

(Incorporating an Income and Expenditure Account)
for the Year Ended 31 March 2023

	Notes	Unrestricted funds (£)	Designated funds (£)	Restricted funds (£)	2023 Total funds (£)	2022 Total funds (£)
Income and endowments from						
Donations and legacies	2	171,515	-	175,986	347,501	385,645
Charitable Activities	5	-	-	-	-	-
Therapy Provision		219,801	-	-	219,801	168,211
Other trading activities	3	22,488	-	56,705	79,193	1,448
Investment income	4	503	-	-	503	17
Total		414,307	-	232,691	646,998	555,321
Expenditure on						
Raising funds	6	186,976	10,852	16,173	214,001	187,880
Charitable Activities	7	-	-	-	-	-
Therapy Provision		245,967	6,415	144,907	397,289	341,490
Governance costs		48,491	7,700	2,298	58,489	42,679
Therapy support		59,544	1,978	2,097	63,619	47,667
Total		540,978	26,945	165,475	733,398	619,716
Net income/ (expenditure)		(126,671)	(26,945)	67,216	(86,400)	(64,395)
Transfers between funds	18	23,998	(23,998)	-	-	-
Net movement in funds		(102,673)	(50,943)	67,216	(86,400)	(64,395)
Reconciliation of funds						
Total funds brought forward		283,909	107,705	43,916	435,530	499,925
Total funds carried forward		181,236	56,762	111,132	349,130	435,530

Balance Sheet

31st March 2023

	Notes	Unrestricted funds (£)	Designated funds (£)	Restricted funds (£)	2023 Total funds (£)	2022 Total funds (£)
Fixed assets						
Intangible assets	14	1,325	-	-	1,325	-
Tangible assets	15	33,272	8,500	3,972	45,744	53,134
Total		34,597	8,500	3,972	47,069	53,134
Current assets						
Debtors	16	203,059	-	-	203,059	133,837
Prepayments and accrued income		16,696	-	-	16,696	19,165
Cash at bank		186,973	48,262	107,160	342,395	442,264
Total		406,728	48,262	107,160	562,150	595,266
Creditors						
Amounts falling due within one year	17	(260,089)	-	-	(260,089)	(212,870)
Net current assets		146,639	48,262	107,160	302,061	382,396
Total assets less current liabilities		181,236	56,762	111,132	349,130	435,530
Net assets		181,236	56,762	111,132	349,130	435,530
Funds	18					
Unrestricted funds					237,998	391,614
Restricted funds					111,132	43,916
Total funds					349,130	435,530

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2023.

The members have not required the company to obtain an audit of it's financial statements for the year ended 31 March 2023 in accordance with Section 476 of the Companies Act 2006.

The Trustees acknowledge their responsibilities for

(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and

(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of it's surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The financial statements were approved by the Board of Trustees and authorised for issue on 11th December 2023 and were signed on it's behalf by:

Laura Voyle,
Chair of Trustees



Cash Flow Statement

For the year ended 31st March 2023

	Notes	2023 Total funds (£)	2022 Total funds (£)
Cash flow from operating activities			
Cash generated from operations	1	(87,866)	13,481
Net cash (used in)/provided by operating activities		(87,866)	13,481
Cash flow from investing activities			
Purchase of intangible fixed assets		(1,500)	-
Purchase of tangible fixed assets		(11,193)	(40,450)
Sale of tangible fixed assets		187	-
Interest received		503	17
Net cash used in investing activities		(12,003)	(40,433)
Change in cash and cash equivalents in the reporting period		(99,869)	(26,952)
Cash and cash equivalents at the beginning of the reporting period		442,264	469,216
Cash and cash equivalents at the end of the reporting period		342,395	442,264



Notes to the Cash Flow Statement

For the year ended 31st March 2023

	2023 Total funds (£)	2022 Total funds (£)
1. Reconciliation of net (expenditure)/ income to net cash flow from operating activities		
Net (expenditure)/ income for the reporting period (as per the Statement of Financial Activities)	(86,400)	(64,395)
Adjustments for:		
Depreciation charges	18,571	11,027
Interest received	(503)	(17)
Increase in debtors	(66,753)	(82,048)
Increase in creditors	47,219	148,914
Net cash (used in)/provided by operations	(87,866)	13,481

2. Analysis of changes in net funds	At 1.4.22 £	Cash flow £	At 31.3.23 £
Net cash	442,264	(99,869)	342,395
Cash at bank	442,264	(99,869)	342,395
Total	442,264	(99,869)	342,395



Notes to the Financial Statements

For the year ended 31st March 2023

1. Accounting Policies

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

- Income received by way of donations and gifts is included in full in the Statement of Financial Activities when receivable.
- Income from grants, where entitlement is not conditional on the delivery of a specific performance by the charity, is recognised when the charity becomes unconditionally entitled to the grant.
- Income from grants, where related to performance and specific deliverables, is accounted for as the charity earns the right to consideration by its performance.
- Donated services and facilities are included at the value to the charity where this can be quantified.
- The value of services provided by volunteers has not been included in these accounts.
- Income from charitable activities is accounted for when earned.
- Investment income is included when receivable.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

- Expenditure includes any VAT that cannot be fully recovered.
- Costs of generating funds comprise the costs associated with attracting voluntary income and the costs of trading for fundraising purposes.
- 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.

Allocation and apportionment of costs

All costs are allocated between the expenditure categories of the SOFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis.

Trade mark development costs

Amortisation is charged to write off the capitalised cost over 60 months (5 years) on a straight line basis.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Improvements to property	-	in accordance with the property
Plant and machinery	-	10% on cost
Fixtures and fittings	-	at varying rates of costs
Computer equipment	-	33% on cost

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the Trustees. Designated funds are unrestricted funds earmarked by the Finance Management Committee for particular purposes. Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

2. Donation and legacies

	2023 (£)	2022 (£)
Donations & appeals	98,357	104,255
Gift aid	18,442	16,195
Legacies	13,829	146,644
Grants	216,873	115,895
Donated services and facilities	-	2,656
Total	347,501	385,645

Grants received, included in the above, are as follows:

Trusts and Foundations	203,563	115,895
Access To Work grants from DWP	13,310	-
Total	216,873	115,895

3. Other trading activities

	2023 (£)	2022 (£)
Fundraising events	78,342	253
Social lotteries	851	1,195
Total	79,193	1,448

4. Investment income

	2023 (£)	2022 (£)
Deposit account interest	503	17

5. Income from charitable activities

	Activity	2023 (£)	2022 (£)
Therapy provision & training	Therapy provision	219,801	166,038
Exceptional items	Therapy provision	-	2,173
Total		219,801	168,211

6. Raising funds

Raising donations and legacies

	2023 (£)	2022 (£)
Staff costs	116,874	72,264
Sundries	37,080	54,704
Support costs	60,047	60,912
Total	214,001	187,880

7. Charitable activities costs

	Direct costs (£) (See note 8)	Support costs (£) (See note 9)	Totals (£)
Therapy provision	264,856	132,433	397,289
Governance costs	-	58,489	58,489
Therapy support	61,024	2,595	63,619
Total	325,880	193,517	519,397

8. Direct costs of charitable activities

	2023 (£)	2022 (£)
Staff costs	280,142	212,068
Sundries	34,320	35,132
Depreciation	11,418	6,198
Total	325,880	253,398



9. Support costs

	Management (£)	Finance (£)	Information technology (£)
Raising donations and legacies	15,320	7,913	7,522
Therapy provision	15,320	8,555	21,316
Governance costs	20,427	7,117	2,604
Therapy support	-	-	-
Total	51,067	23,585	31,442

	Human resources (£)	Other (£)	Governance costs (£)	Totals (£)
Raising donations and legacies	-	29,292	-	60,047
Therapy provision	-	87,242	-	132,433
Governance costs	10,361	15,954	2,026	58,489
Therapy support	-	2,595	-	2,595
Total	10,361	135,083	2,026	253,564

10. Net income/(expenditure)

Net income/(expenditure) is stated after charging/(crediting):	2023 (£)	2022 (£)
Depreciation - owned assets	18,396	11,027
Hire of plant and machinery	3,866	5,151
Other operating leases	31,268	31,973
Trade Mark development costs amortisation	175	-

11. Trustees' remuneration and benefits

There were no Trustees' remuneration or other benefits for the year ended 31 March 2023 nor for the year ended 31 March 2022.

Trustees' expenses

There were no Trustees' expenses paid for the year ended 31 March 2023 nor for the year ended 31 March 2022.

12. Staff costs

	2023 (£)	2022 (£)
Wages and salaries	420,670	323,995
Social security costs	37,461	27,388
Other pension costs	21,131	16,746
Total	479,262	368,129

The average monthly number of employees during the year was as follows:	2023 (£)	2022 (£)
Therapy & Therapy support	12	9
Fundraising & Marketing	4	3
Finance & Administration	2	2
Management	1	1
Total	19	15

No employees received emoluments in excess of £60,000. Pension costs are allocated to activities in proportion to the related staffing costs incurred and are wholly charged to unrestricted funds.

The charity Trustees were not paid or received any other benefits from employment with the charity in the year (2022: nil) neither were they reimbursed expenses during the year (2022: nil).

No charity trustee received payment for professional or other services supplied to the charity (2022: nil). The key management personnel of the Charity comprise the Trustees and the Managing Director. The total employee benefits of the key management personnel of the Charity were £43,603 (2022: £42,000).



13. Comparatives for the statement of financial activities

Income and endowments from	Unrestricted funds (£)	Designated funds (£)	Restricted funds (£)	2022 Total funds (£)
Donations and legacies	287,050	-	98,595	385,645
Charitable activities				
Therapy provision	168, 211	-	-	168,211
Other trading activities	1,448	-	-	1,448
Investment income	17	-	-	17
Total	456, 726	-	98,595	555,321
Expenditure on				
Raising funds	152,100	34,080	1,700	187,880
Charitable activities				
Therapy provision	169,442	63,867	108,181	341,490
Governance costs	32,312	8,667	1,700	42,679
Therapy support	43,285	-	4,382	47,667
Total	397,139	106,614	115,963	619,716
Net income/(expenditure)	59,587	(106,614)	(17,368)	(64,395)
Transfers between funds	(54,322)	54,322	-	-
Net movement in funds	5,265	(52,292)	(17,368)	(64,395)
Reconciliation of funds				
Total funds brought forward	278,642	160,000	61,283	499,925
Total funds carried forward	283,907	107,708	43,915	435,530

14. Intangible fixed assets

	Trade Mark development costs (£)
Cost	
Additions	1,500
Amortisation	
Charge for year	175
Net book value	
At 31 March 2023	1,325
At 31 March 2022	-

15. Tangible fixed assets

	Improvements to property (£)	Plant and machinery (£)	Fixtures and fittings (£)	Computer equipment (£)	Total (£)
Cost					
At 1 April 2022	25,416	23,527	16,380	32,501	97,824
Additions	-	-	5,663	5,530	11,193
Disposals	-	-	(239)	-	(239)
At 31 March 2023	25,416	23,527	21,804	38,031	108,778
Depreciation					
At 1 April 2022	4,078	7,157	7,616	25,839	44,690
Charge for year	8,472	2,946	2,747	4,231	18,396
Eliminated on disposal	-	-	(52)	-	(52)
At 31 March 2023	12,550	10,103	10,311	30,070	63,034
Net book value					
At 31 March 2023	12,866	13,424	11,493	7,961	45,744
At 31 March 2022	21,338	16,370	8,764	6,662	53,134

16 Debtors: amounts falling due within one year	2023 (£)	2022 (£)
Trade debtors	174,326	101,104
Other debtors	28,733	32,733
Total	203,059	133,837

17. Creditors: amounts falling due within one year	2023 (£)	2022 (£)
Trade creditors	6,088	8,621
Social security and other taxes	6,379	7,798
Other creditors	10,410	28,237
Accruals and deferred income	234,540	157,940
Accrued expenses	2,672	10,274
Total	260,089	212,870

18. Movement in funds

Unrestricted funds	At 1.4.22 (£)	Net movement in funds (£)	Transfer between funds (£)	At 31.3.23 (£)
General fund	283,909	(126,671)	23,998	181,236
Monitoring & evaluation	4,075	(960)	-	3,115
Marketing & communication	11,290	(9,072)	3,235	5,453
Staff training	4,673	(4,718)	45	-
Relocate therapy suite	347	(741)	394	-
Fundraising strategy & programme	6,005	(1,823)	(3,280)	902
Other matters	439	(1,947)	3,500	1,992
Fixed assets & exit costs	73,192	-	(27,892)	45,300
Update & migration of donor record system	729	(729)	-	-
Branch research & update	6,955	(6,955)	-	-
Total	391,614	(153,616)	-	237,998
Restricted funds				
BBC Children In Need	4,491	(1,392)	-	3,099
Garfield Weston Foundation	1,250	23,750	-	25,000
Others	33,120	12,918	-	46,038
Jemima Layzell Trust	5,055	(1,083)	-	3,972
50th Anniversary Lunch Event	-	33,023	-	33,023
Total	43,916	67,216	-	111,132
Total funds	435,530	(86,400)	-	349,130

Net movement in funds, included in the above are as follows:	Incoming resources (£)	Resources expended (£)	Movement in funds (£)
Unrestricted funds			
General fund	414,307	(540,978)	(126,671)
Monitoring & evaluation	-	(960)	(960)
Marketing & communication	-	(9,072)	(9,072)
Staff training	-	(4,718)	(4,718)
Relocate therapy suite	-	(741)	(741)
Fundraising strategy & programme	-	(1,823)	(1,823)
Other matters	-	(1,947)	(1,947)
Update & migration of donor record system	-	(729)	(729)
Brand research & update	-	(6,955)	(6,955)
Total	414,307	(567,923)	(153,616)
Restricted funds			
BBC Children In Need	33,825	(35,217)	(1,392)
Garfield Weston Foundation	25,000	(1,250)	23,750
Others	113,587	(100,669)	12,918
Jemima Layzell Trust	-	(1,083)	(1,083)
50th Anniversary Lunch Event	60,279	(27,256)	33,023
Total	232,691	(165,475)	67,216
Total funds	646,998	(733,398)	(86,400)



Comparatives for movement in funds

Unrestricted funds	At 1.4.21 (£)	Net movement in funds (£)	Transfer between funds (£)	At 31.3.22 (£)
General fund	278,642	59,589	(54,322)	283,909
Monitoring & evaluation	16,000	(11,925)	-	4,075
Training new Therapists	2,024	(17,824)	15,800	-
Marketing and communication	27,130	(12,650)	(3,190)	11,290
Staff training	12,000	(7,327)	-	4,673
Relocate therapy suite	25,000	(24,653)	-	347
Fundraising strategy & programme	10,500	(14,685)	10,190	6,005
Other matters	1,910	(237)	(1,234)	439
Exit costs	55,436	-	17,756	73,192
Update & migration of donor record system	10,000	(9,271)	-	729
Brand research & update	-	(8,045)	15,000	6,955
Total	438,642	(47,028)	-	391,614
Restricted funds				
BBC Children In Need	3,217	1,274	-	4,491
Garfield Weston Foundation	16,250	(15,000)	-	1,250
Others	41,082	(7,962)	-	33,120
Jemima Layzell Trust	734	4,321	-	5,055
Total	61,283	(17,367)	-	43,916
Total funds	499,925	(64,395)	-	435,530

Comparative net movement in funds, included in the above are as follows:	Incoming resources (£)	Resources expended (£)	Movement in funds (£)
Unrestricted funds			
General fund	456,726	(397,137)	59,589
Monitoring & evaluation	-	(11,925)	(11,925)
Training new Therapists	-	(17,824)	(17,824)
Marketing & communication	-	(12,650)	(12,650)
Staff training	-	(7,327)	(7,327)
Relocate therapy suite	-	(24,653)	(24,653)
Fundraising & strategy programme	-	(14,685)	(14,685)
Other matters	-	(237)	(237)
Update & migration of donor record system	-	(9,271)	(9,271)
Brand research & update	-	(8,045)	(8,045)
Total	456,726	(503,754)	(47,028)
Restricted funds			
BBC Children In Need	33,325	(32,051)	1,274
Garfield Weston Foundation	-	(15,000)	(15,000)
Others	55,450	(63,412)	(7,962)
Jemima Layzell Trust	9,820	(5,499)	4,321
Total	98,595	(115,962)	(17,367)
Total funds	555,321	(619,716)	(64,395)

19. Related party disclosures

There were no related party transactions for the year ended 31 March 2023.





"I think it was the best day and the best place I have ever been, thank you."

Structure, governance, management

and administration details

Structure, governance and management

Constitution

bibic is a registered charity with the Charity Commission in England and Wales (charity number 1057635) and was incorporated as a private company limited by guarantee (company number 03217418) on 3 June 1996. The charity is governed by a Memorandum and Articles of Association and has no share capital.

Principal object of the charity

bibic was established to reduce need and hardship among children and adults with learning difficulties and/or physical disabilities and to provide support and assistance to their families.

Governance

The Directors of the company, unless otherwise stated, are the Trustees of the registered charity. All Trustees named within this report served throughout the year and until the date this report had been signed, unless otherwise stated. The charity is organised so that the Trustees meet collectively 6 times per year to direct the management of its affairs. The finance committee meets 6 times per year prior to full Board meetings. Strategy days and other sub-committee meetings are also held periodically. On the occasion that there may be the need, the Board may hold interim meetings or increase the frequency of Board meetings to discuss/address key issues.

The Board is responsible for confirming the appointment of a new Trustee following a clear recruitment and selection policy and procedure. When recruiting new Trustees, the charity aims to attract a diverse range of candidates who have different skills. We value the benefits of having members with different backgrounds, expertise and experiences. Trustees are recruited through external advertisement and are subject to reference checks before starting with the charity.

The term of office is three years after which period a Trustee must seek re-appointment by the Board if they wish to continue. The usual maximum is three terms of office, unless the Board feel there is good reason to extend. New Trustees are offered a programme of induction which includes provision of a range of key documents, a tour of the National Centre, meeting with key members of staff and observing an assessment.

Our current Board, which was expanded to 10 members during 2022/23 has a diverse breadth of specific skills, knowledge and experience. The Board includes skills such as financial management, marketing and communications, law, paediatric healthcare, auditing, mental health and autism. Six of our ten Trustees have personal lived experience of the sector and another has professional experience of working with the community we support, providing leadership with insight.

Trustees are volunteers and receive no remuneration or benefits from the charity. Out-of-pocket expenses may be claimed on request.

Organisational structure: management and employees

The Board delegates responsibility for the management of the charity to the CEO (changed from Managing Director in April 2023), Pip Buckley, who oversees all operational and strategic matters. Therapy services are provided under the direction of Chesley Oxley, Head of Therapy and Business Development (promoted from Therapy Manager in April 2023). Fundraising and Marketing is driven by Jennie Jagger, Head of Fundraising and Marketing. The finance function is overseen by Philip Cullum, Finance Manager.

bibic embraces diversity, recognising this brings different perspectives, ideas and knowledge, and that difference brings strength, supports staff wellbeing and engagement and helps the charity make better decisions so we can deliver our charitable aims successfully. Our aim is to create a culture which attracts diverse staff, values each person's differences and encourages individuals to maximise their potential.

bibic is committed to the principle of equal opportunities in employment and recognises it's obligations under the Equality Act 2010. The charity is an accredited Living Wage Employer and a Disability Confident Committed Employer. Health and safety are given due attention and employees are provided with appropriate training in accordance with the charity's policies.

Senior management remuneration

Senior staff pay is externally benchmarked, set/reviewed by the Trustees and linked to an internal performance appraisal system. No employees had employee benefits in excess of £60,000. Pension costs are allocated to activities in proportion to the related staffing costs incurred and are wholly charged to unrestricted funds. The charity Trustees were not paid or received any other benefits from employment with the charity in the year (2022: nil) neither were they reimbursed expenses during the year (2022: nil). No charity Trustee received payment for professional or other services supplied to the charity (2022: nil). The key management personnel of the Charity comprise the Trustees and the CEO. The total employee benefits of the key management personnel of the Charity were £43,603 (2022: £42,000)

Relationships and memberships

To support robust decision making and enable bibic to maximise outcomes for the community we support, the charity or its CEO are members of a number of self-regulatory and support organisations. These include the Chartered Institute of Fundraising, Fundraising Regulator, NCVO, ACEVO, ILM and Somerset Chamber of Commerce.

The charity places great importance on collaborative relationships with a vast range of other organisations (e.g., Ups and Downs South West, Autizma, Brainwave, Headway, local parent forums) and professionals (e.g., social services, GPs, paediatricians, teachers, speech and language Therapists, youth offending team, behavioural optometrists). These relationships help raise awareness of key issues affecting mutual communities, share learning and enable families to access wider support and information.

Our fundraising standards

bibic is registered with the Fundraising Regulator and is committed to the Code of Fundraising Practice. We make sure our Fundraising team are kept up to date with legislation and best practice and they support people fundraising in the community to uphold these same standards. In the last year we did not receive any complaints about our fundraising and marketing activities. In the situation that a complaint is received, we aim to review and resolve the situation in line with bibic's complaints policies, escalating to external regulators if required.

Registered with FUNDRAISING REGULATOR

Trustees' Statement

(Representation letter)

We confirm to the best of our knowledge and belief, and having made appropriate enquiries of other directors/trustees and officials of the charity, the following representations given to you in connection with your examination of the charity's financial statements for the year ended 31 March 2023.

General

1. We acknowledge as Directors/Trustees our responsibility under the Companies Act 2006 / Charities Act 2011 for the financial statements which give a true and fair view and for making accurate representations to you. All the accounting records have been made available to you for the purpose of your independent examination and all the transactions undertaken by the charity have been properly reflected and recorded in the accounting records. All other records and related information, including minutes of management meetings, have been made available to you.

2. The financial statements are free of material misstatements, including omissions.

3. We believe that the effect of any uncorrected misstatements is immaterial both individually and in total.

Internal control and fraud

4. We acknowledge our responsibility for the design and implementation of internal control systems to prevent and detect fraud and error. We have disclosed to you the results of our risk assessment that the financial statements may be misstated as a result of fraud. We have disclosed to you all instances of known or suspected fraud affecting the entity involving management, employees who have a significant role in internal control or others that could have a material effect on the financial statements. We have also disclosed to you all information in relation to allegations of fraud or suspected fraud affecting the entity's financial statements communicated by current or former employees, analysis, regulators or others.

Assets and liabilities

5. The charity has satisfactory title to all assets and there are no liens or encumbrances on the charity's assets, except for those that are disclosed in the notes to the financial statements.

6. We have recorded or disclosed, as appropriate, all liabilities, both actual and contingent, and have disclosed in the notes to the financial statements all guarantees that we have given to third parties.

7. We have no plans or intentions that may materially alter the carrying value or classification of assets and liabilities reflected in the financial statements.

Accounting estimates

8. Significant assumptions used by us in making accounting estimates, including those measured at fair value, are reasonable.

Loans and arrangements

9. The charity has not granted any advances or credits to, or made guarantees on behalf of, Directors/Trustees other than those disclosed in the financial statements .

Legal claims

10. We have disclosed to you all claims in connection with litigation that have been, or are expected to be, received and such matters, as appropriate, have been properly accounted for, and disclosed in, the financial statements.

Law and regulations

11. We have disclosed to you all known instances of non-compliance or suspected non-compliance with laws and regulations whose affects should be considered when preparing the financial statements.

Related parties

12. Related party relationships and transactions have been appropriately accounted for and disclosed in the financial statements. We have disclosed to you all relevant information concerning such relationships and transactions and are not aware of any other matters which require disclosure in order to comply with the requirements of the Companies Act 2006 / Charities Act 2011 or the SORP.

Subsequent events

13. All events subsequent to the date of the financial statements which require adjustment or disclosure have been properly accounted for and disclosed.

Going concern

14. We believe that the charity's financial statements should be prepared on an ongoing concern basis on the grounds that current and future sources of funding or support will be more than adequate for the charity's needs. We have considered a period of twelve months from the date of approval of the financial statements. We believe that no further disclosures relating to the charity's ability to continue as a going concern need to be made in the financial statements.

Grants and donations

15. All grants, donations and other income, the receipt of which is subject to specific terms or conditions, have been notified to you. There have been no breaches of terms or conditions in the application of such income.

Yours faithfully,

Laura Voyle
Chair of Trustees

Signed on behalf of the Board of Directors/Trustees
bibic

Date: 11th December 2023



Trustees' statement

from the Chair of Trustees

by Laura Voyle

The Trustees (who are also Directors of bibic for the purposes of company law) are responsible for preparing the Trustees' Annual Report (including the strategic report) and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP 2015 (FRS 102);
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on an going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

In so far as each of the Trustees of the charity at the date of approval of this report is aware, there is no relevant audit information (information needed by the charity's auditor in connection with preparing the audit report) of which the charitable company's examiner is unaware. Each Trustee has taken all of the steps that they should have taken as a Trustee to make themselves aware of any relevant audit information and to establish that the charitable company's examiner is aware of that information. This Trustees' Annual Report, incorporating the strategic report, was approved by the Board of Trustees on 11th December 2023 and signed on its behalf:

Laura Voyle,
Chair of the Trustees

Reference and administration

Charity Number	1057635
Company Number	3217418
Registered Office	bibic Old Kelways, Somerton Road, Langport, Somerset, TA10 9SJ

Directors and Trustees	Appointed	Resigned	Role
Laura Voyle	10 Jun 2016		Chair from 21 Sep 2020
Emily Brett	15 Sep 2015	23 May 2022	
Amit Bali	29 Nov 2017		Vice Chair
Justin Singleton-Campbell	21 Aug 2019	25 July 2022	
Louise Ravenscroft	26 July 2021	5 June 2023	Treasurer from 30 Sep 2021
Ross Henley	26 July 2021		
Hugh Gregory	26 Sep 2022		Treasurer from June 2023
Catherine Lombardo	26 Sep 2022		
Caroline Edwards	5 Dec 2022		
Caroline Jameson	30 Jan 2023		
Jason Whyte	30 Jan 2023		
Angharad Hughes	30 Jan 2023		

Senior Leadership Team

CEO	Philippa Buckley	
Head of Fundraising and Marketing	Jennie Jagger	Appointed 24 Jan 2022
Head of Therapy and Business Development	Chelsey Oxley	Promoted from Therapy Manager April 2023
Finance Manger	Philip Cullum	

Independent Examiner

Dick Maule FCA
The Cross House, South Woodchester,
Gloucestershire GL5 5EL

Fundraising Consultant

Karen Edgington

Bankers

Barlcays Bank Plc, 1 Church Place, London E14 5HP
CAF Bank Ltd, 25 Kings Hill Avenue, West Malling, Kent M19 4JU
Natwest Plc, 8 York Buildings, Cornhill, Bridgwater, Somerset, TA6 3BU



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Old Kelways, Somerton Road,
Langport, Somerset, TA10 9SJ

Designed by bibic

Registered charity no. 1057635
Registered company no. 03217418

bibic

Transforming lives through developmental therapy

BIBIC

England & Wales - Charity number 1057635

Accounts

bibic

Transforming lives through developmental therapy



Annual report and financial statements

For the year ended 31 March 2022



Contents

Foreword 1

Welcome 2

Trustees Report (Incorporating the strategic report) 6

Financial statements 44

- Independent examiner's report 45
- Statement of financial activities 46
- Balance sheet 47
- Cash flow statement 49
- Notes to the cash flow statement 50
- Notes to the financial statements 51

Structure, governance and management 64

Reference and administration 68

Foreword

by **Alex's mum**

Our journey with Alex has been a rollercoaster. He never seemed to be content, everything felt like a battle. He wasn't really speaking but it was never flagged up to us. He would drop to the floor silently, as if you had taken his legs away and only get up when he was ready.

He started school in September 2020 and we were worried how he would cope. We were still concerned about his speech and that he had missed preschool due to the pandemic. Things went downhill quickly. Alex began dropping to the floor more frequently and severely. A doctor referred him to the epilepsy department, however seizures were ruled out and we were advised to look into behavioural causes.

It was just constant and overwhelming. There was no obvious trigger, other than thinking it was difficulties with his speech leading to him feeling extremely frustrated. We had no idea how to handle it. We were getting deeper into a black hole, didn't know what to do or where to go for help, or even what help to ask for. It was a chaotic mess with no obvious way out.

We just wanted to know how to help him as we felt it wasn't just 'bad' behaviour. Then we heard about bibic. They were so lovely and so understanding. Our assessment showed that what he is able to do doesn't match his underlying abilities. So, our thoughts that he was frustrated were correct, he has a lot trapped inside.

The therapy plan gave us what we had hoped for five long years. We finally had the tools to help our son understand himself.

It was enlightening and empowering. Our Therapist also helped with a meeting at school so they could put things in place to support him.

"We have made such positive steps so far. There is a long road ahead, but we now understand our son and that is worth the world."

Alex has become much calmer. He is managing his feelings so much better, and we have only had two big meltdowns since the assessment, when it was at least daily before. He has started to tolerate his brother better and they've started playing alongside each other - so magical to see. He is sleeping much more soundly and beginning to describe how his body feels when he isn't feeling happy or calm.

We have made such positive steps so far. There is a long road ahead, but we now understand our son and that is worth the world. We now feel that, as things change and new struggles come up, we have the tools to help him.

Eighteen months ago we fell into a very dark and scary hole. Without bibic I don't know where we would be or where we would have gone. bibic has changed our lives so much. It's because of them that we can enjoy our LEGO mad, water and mud loving little boy and give him the very best chance at life.



Welcome

from the Chair of Trustees

by **Laura Voyle**

I'm delighted to introduce bibic's Annual Report, published in our 50th anniversary year. A milestone year for us as a charity, but sadly also the year that bibic really experienced how great the impact of the Covid-19 pandemic has been on children and young adults with disabilities and additional needs. We received more enquiries for our support than ever before and heard heart-breaking stories from desperate families who had nowhere else to turn.

The impact of the virus on staff and families, as well as the associated restrictions and changes to routine and support, have both increased demand and simultaneously required us to adapt, be flexible and support new ways of working.

In the last year, we have helped over 500 children and young adults, plus their parents/carers and siblings. A remarkable achievement and one that I would like to share my deep gratitude to the team at bibic for delivering. They have continued to show complete dedication to our families through hard work, compassion and adaptability. Whatever challenges have surfaced, they have responded with positivity and supported our families during a time when demand for our services has been unprecedented.

Thanks to the incredible generosity of trusts and foundations, support from corporates and our wonderful supporters, as well as donations through gifts in wills, we have maintained our fundraising income. Without their support, bibic would not be able to do this vital work.

A huge thank you is also owed to our amazing network of volunteers, who gave their time and skills for free. They are an inspiration. This includes the members of the Board, to whom I owe my thanks for their continued dedication to our work and collective mission.



We know the difference our work makes to our families. Our therapy improves the lives of the children and young adults through the development of cognition, communication, motor skills, speech and language. But more than this, our team's wider support reduces anxiety, depression, self-harm, aggression and suicidal thoughts, reduces school exclusions and improves educational attainment and life chances. It improves social inclusion and family life. We hear feedback from families every day that bibic has given them renewed hope and confidence for their futures. In this, our 50th anniversary year, we have worked hard to capture this within our ***50 years of bibic Impact Report***, published alongside this Annual Report.

We know the coming year will be tough. The wider economic climate is already having an impact on the fundraising landscape and our waiting lists continue to grow. But the evidence of positive change we see every day drives us forward. Thanks to the generosity of our supporters, we will continue to transform lives.



Laura Voyle,
Chair of the Trustees

Message

from the Managing Director

by **Pip Buckley**



Children and young adults with disabilities and additional needs and their families have faced intensified difficulties during the pandemic. Our waiting lists are higher than ever as the disruption to family life continues to be felt. We have added even more flexible interim support for families while they wait to be seen, new digital information resources and new live interactive Q&A sessions.

Our waiting list remains high, from a pre-pandemic 10 weeks in March 2020 to 46 weeks by March 2022. This represents almost ten months that children and young adults need to wait for support to understand themselves better and for their families to have strategies to help them. Ten months that families may be living in crisis, facing the fear and uncertainty about their child's future.

As always, our small but ambitious organisation relies completely on our donors and supporters. Our very small fundraising team, still facing challenges in raising money, grabbed every opportunity during the year. We rely on your donations. Without you bibic would not exist.

This, our 50th Anniversary year, has seen us refresh our brand so we can better communicate what we do and what we stand for. We have also enhanced our monitoring and evaluation processes so that the unique insight of families and the outcomes of our therapy can directly shape decision-making and help us be transparent and accountable to our supporters. This work has also helped us produce a "50 years of bibic Impact Report" which provides a real insight into the difference we make. We are ready for our future, transforming families' lives for the next 50 years.

We've supported more than 20,000 children and young adults over the last five decades. This year we moved into a bigger space for families within the National Centre. We now have additional therapy rooms and facilities that are more appropriate for younger children and those with more profound disabilities. We also have a larger family room, a bigger and better equipped sensory room and more privacy for families. It has been wonderful to see them enjoy this new space and our therapy team flourish within it.

Our waiting list keeps increasing at pace. We are under no illusions that fundraising will continue to be challenging in the year ahead. We not only need to maintain our current level of support, but we need to sustainably grow fundraising income so that we can recruit more Therapists to support more families and reduce the wait they need to endure. To this end we are developing a new Five-Year Plan for sustainable growth.

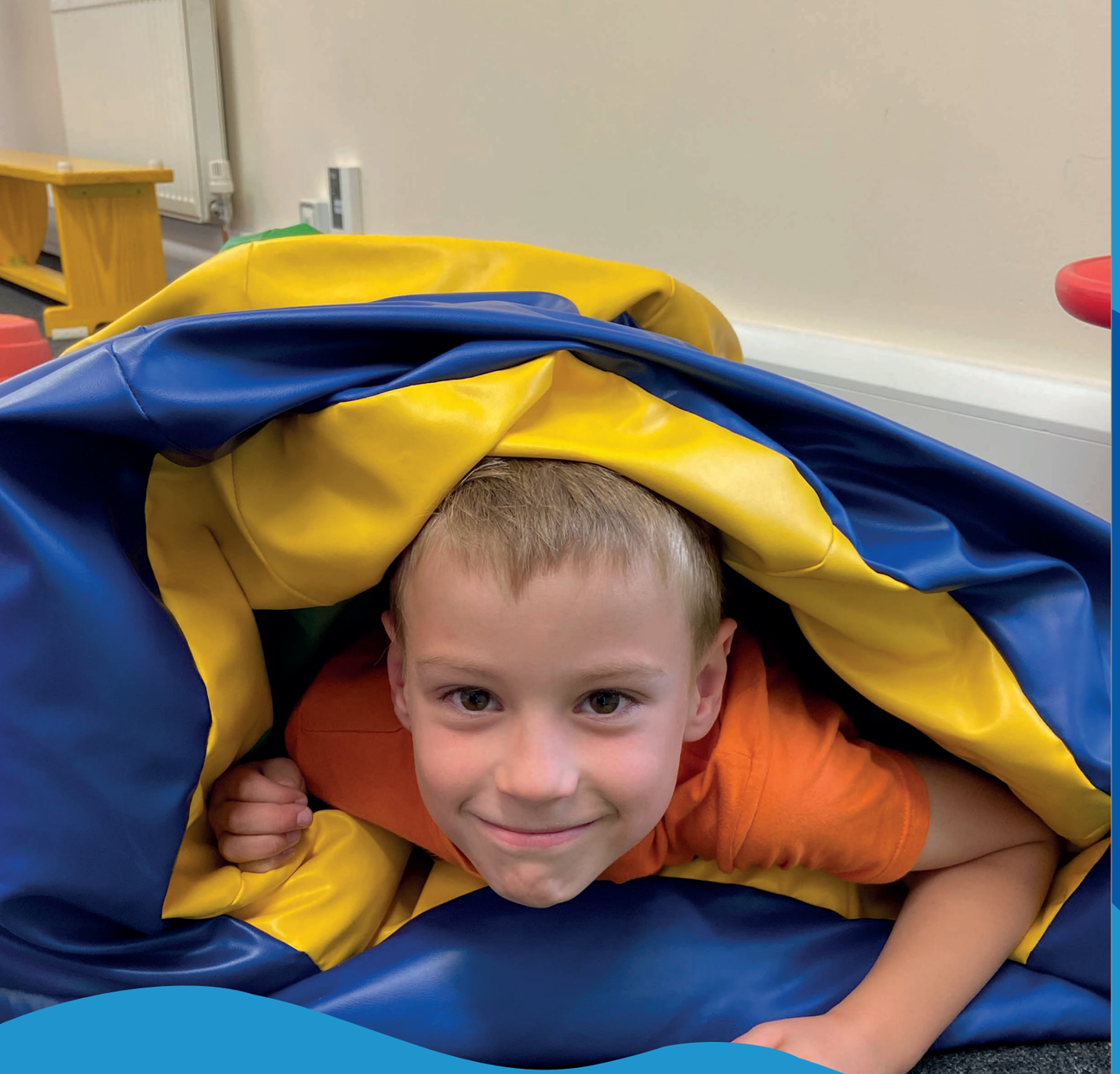
Without our supporters, bibic couldn't continue to do what we do. We are deeply grateful to our wide family of donors, supporters and friends. This report gives you an honest and full overview of what you've helped us to achieve this year, what's gone less well and what we've learned along the way. You can hear directly from our bibic families about how you have made a difference - and what a difference that has been. Thank you.



Pip Buckley,
Managing Director







> An invaluable few days spent with our bibic Therapist. She really helped us understand our child and we left feeling energised with great strategies to use going forward.

Who we are and how we make a difference

Our purpose

Why we exist

We offer holistic therapy to children and young adults with neurological, behavioural and developmental challenges, enabling them to understand themselves and the world around them. We champion their perspective, helping others to see it too. Together we transform families' lives so they can thrive.

Children and young adults with disabilities and additional needs are often unsupported and excluded from society because there is a lack of understanding about their needs and how they can be met. At bibic, we passionately believe that every child and young adult deserves to thrive, contribute in their community and live happy lives.

Increasingly we see children and young adults with less understood, hidden health or behavioural needs as well as those with profound disabilities or special educational needs. With or without a diagnosis, we're here to help them overcome their challenges. Our holistic assessments and therapy are both bespoke to each child or young adult and as individual as they are.

We support the whole family, not just the child or young adult we are working with. Families can find themselves in crisis. We stand by their side to help them understand their child's needs, empowering them with strategies to support their daily life and long-term development.

Our values

As part of our brand refresh in our 50th year, we have refined what bibic stands for. We are:

Holistic: Delivering a blend of sensory, cognitive, emotional, developmental and physical exercises that support a child or young adult's specific needs. We go 360 degrees and are here for the whole family.

Nurturing: It's what we do best. We know that the child/young adult and their family can experience intense stress, isolation and exhaustion. We stand by their side to help them understand their specific needs, empowering them with strategies to support daily life and long-term development.

Transformative: We recommend small changes which are achievable and make a big difference. We explore all aspects of the individual's development so that we can unpick the foundation of the causes of their challenges and provide strategies that can enable them to thrive.

Progressive: We offer support with or without diagnosis. We find the answers families are searching for and explain them in terms that everyone can understand and no question is too silly. Always learning and always improving.

Public benefit statement

The Trustees confirm that they have paid due regard to the Charity Commission's general guidance on public benefit under the Charities Act 2011. In particular, they consider how planned activities will contribute to the aims and objectives of the charity and are satisfied that all activities continue to be related to its purpose as set out in the governing document. The charity exists to benefit children and young adults with a wide range of additional needs and disabilities and their families. Our public benefit is best understood through the words of the families themselves and we have shared as many as possible with you within this report.

What we do

bibic are the only UK organisation providing such individualised and holistic therapy. We look at the whole person during assessment to create a holistic therapy plan which supports a child or young adult's specific needs. This includes a blend of sensory, cognitive, behavioural, emotional, developmental and physical exercises as well as strategies to help at school, at home and when out and about.

Children and young adults with disabilities and additional needs often have multiple diagnoses or difficulties, one concealing another or with symptoms overlapping, which requires specialist and comprehensive therapy. Our "whole person" approach delivers more effective and lasting positive outcomes.

This core service represents **80%** of the work we do

bibic's detailed report helps families access further support from the **NHS, local authorities, at nursery, school or college** and through other organisations

Every full assessment package costs around **£2,085**. The family is asked to contribute **£600** and bibic fundraises the remaining **£1,485**

65% of the children and young adults we support have no diagnosis

We have a special fund to help cover the £600 contribution for families with a low income, keeping true to our founding vision of never turning away a child or young adult who needs our support. Thanks to the support of several donors, including **Irwin Mitchell LLP** and **Somerset Community Foundation** (Wessex Water Community Fund), this year our fee-waiver fund helped nine families access crucial support.

Our core service:

Full assessment, bespoke therapy programme and support package

Day 1

- Our Therapist works closely with the child or young adult to carry out a wide range of tests, screeners, exercises and observations. They listen carefully to the whole family's concerns, to get a good understanding of their challenges and needs. They then create an individualised developmental therapy programme that supports the child or young adult's specific needs.

Day 2

- On day two, we empower parents and carers to become the therapist by explaining the therapy plan, training and supporting them to deliver it at home.

Keyworking

- We stay in close contact for an agreed time period, providing ongoing support with regular scheduled calls whenever they need to lean on us. We formally evaluate progress at three and six months and introduce new therapies and strategies regularly to keep pace with their development.

Ongoing

- After six months, they are invited back for a reassessment and further support if needed. Our new post-service support sessions and bespoke consultations now support families more flexibly. We often continue supporting children, young adults and their families for many years.

Our other services

We also deliver a range of other therapeutic services that are often packaged together to provide bespoke and flexible support. As with our core service, many are now available via video call if the family prefers, except for the dyslexia and Irlen Syndrome screeners and Johansen Individualised Auditory Stimulation.

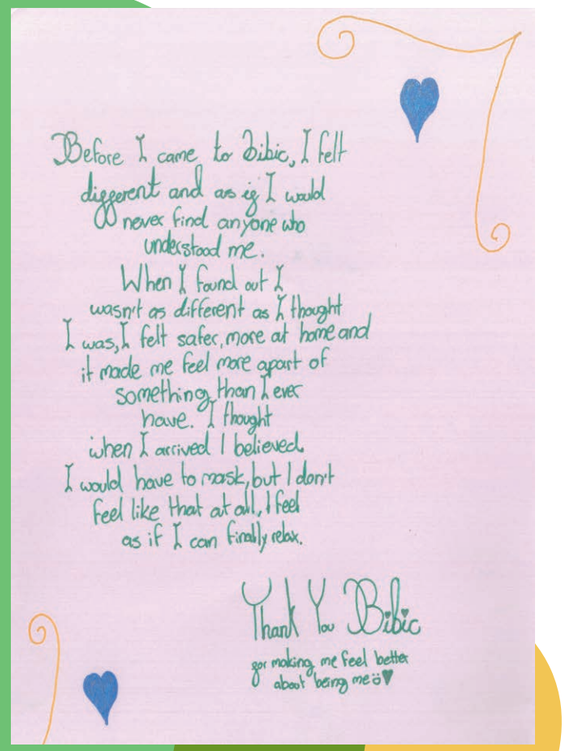
Short assessments

We offer short assessments, each lasting between three hours to one day, to look at a specific issue around behaviour, wellbeing, early years development or sensory processing. Therapists listen carefully to the parents/carers and their child, carrying out relevant screeners and observations. They then provide individualised strategies and a report which can be used to help access additional support or be used as diagnostic evidence.

Screeners

Our Therapists carry out screening tests for Autism Spectrum Disorder, Attention Deficit Hyperactivity Disorder, Dyspraxia, Dyslexia and Sensory Processing Disorder. Our detailed reports can be instrumental in helping families get a diagnosis.

We also conduct specialist Irlen Syndrome screeners to assess visual perception processing which can affect an individual's ability to read or write. It can also cause light sensitivity, fatigue, headaches as well as difficulties with depth perception, behaviour and gross motor skills.



Johansen Individualised Auditory Stimulation (JIAS)

This six to eighteen month programme involves listening to specifically composed synthesised music that is proven to stimulate the neural pathways of the brain that deal with language and auditory information. Many individuals see improvements in noise sensitivity, expressive language, processing speed, word finding skills as well as memory, listening, concentration, language comprehension and self-esteem.

"Thanks to you he has finally got an ASD diagnosis and we have now secured an EHCP! We can't thank you enough for your report and all your hard work."

"We've gone from having a child that hates school, feels useless and worthless and is on the brink of permanent exclusion to one that is happy, confident, proud, better accepted and loving school so much that he can recognise his potential and wants to excel."

Training seminars and webinars

These sessions bring together both parents/carers and professionals, covering topics such as managing extreme behaviour, sensory processing, developing independence, working memory and processing. They help increase understanding of the needs of children and young adults with disabilities and additional needs and how best to meet them. We also provide bespoke training for other organisations such as schools, voluntary organisations and prisons.

School Liaison

bibic Therapists often liaise directly with professionals at nursery, school or college about an individual child or young adult. This may include joining families for meetings with teachers or attending Educational Health and Care Plan and multidisciplinary meetings. We also visit schools to carry out our full assessment for a child within the classroom setting if that is where they are experiencing significant difficulties. We can also assess whole class groups to support teachers in managing and supporting the whole group's sensory needs.

This crucial support helps families access more support for their child and helps teaching staff to better understand the child's needs so they can enable them to thrive and reach their potential.

Additional support

Parents, or a young adult themselves, can book regular or ad hoc telephone or video consultations with a Therapist to discuss specific issues in depth and support their ongoing development.

Our post-diagnosis support sessions provide specific strategies for children and young adults who have been given a diagnosis.

Our Support and Advice Line (SAL) provides immediate telephone, text and email support for parents, carers and teachers, or a young adult themselves. Whether it is for advice with day-to-day concerns, handling behaviours and meltdowns, questions about our therapies or signposting other support, we are here when they need us.

Our post-service support sessions deliver a flexible service for families that have completed their six months of key working support after a full assessment, but who do not need a re-assessment and a further key working period.

This year we began to deliver interactive, live online Q&A sessions to provide regular and free access to Therapist support. These sessions provide immediate support for families on our waiting list or those who are currently working with a Therapist. They will also give us a platform to significantly increase our reach, accessibility and impact with more families across the UK.

"The work we do at bibic is invaluable to those who we support. We change the outcomes for many people on a daily basis. Small changes can have big and everlasting results. This is not just a job to me it is a sense of purpose and a privilege. I couldn't ask for better role."

Jess, Developmental Therapist

Who we support

bibic support children and young adults (aged 6 months to 25 years) with a vast range of disabilities and additional needs. In 2021/22 this included over 50 different diagnoses or suspected diagnoses, including but not limited to acquired brain injury, Autism Spectrum Disorder, Global Development Delay, Cerebral Palsy, Down's Syndrome, Attention Deficit Disorder and Attention Deficit Hyperactivity Disorder, Sensory Processing Disorder, Dyslexia and Dyscalculia.

"For the first time in seven years, I feel listened to and validated as a parent. I cannot recommend you enough. You were amazing for my son and also for me. We felt comfortable and validated from the very beginning."

Their needs are often complex, with symptoms or difficulties overlapping. Some have profound and multiple neurological disabilities and others have difficulties that severely impact their daily lives. We increasingly see children and young adults with less understood, hidden difficulties such as behavioural, sensory, developmental, communication or mental health difficulties caused by untreated or unmanaged conditions.

Many parents cannot get their concerns heard and come to us desperate for help for their children and young adults. They describe intense family stress, exhaustion, social isolation, sibling neglect and parental separation. Our holistic approach extends to our support to the whole family, not just the child or young adult. The wellbeing of the whole family is at the heart of our approach.

504 children and young adults were supported in 2021-22

During each year we not only support the families who come to us for one of our services, but also families we have already worked with who are still receiving key working support after an assessment during the previous year. This year we have directly helped a total of 2,091 people.

504 **children and young adults**
918 **parents and carers**
669 **siblings**

Note: Our previous Annual Report's figures included only children and young adults who received their first service within the year. We recognised that this does not accurately reflect our impact. The figures above now include those who are still receiving key working support after their full assessment in the previous period.

65% of the children and young adults we support come to us without a diagnosis

Girls tend to present in wider ranging/subtle ways, particularly for Autism Spectrum Disorder. They tend to mask behaviours and have better social integration skills. Early intervention is vital, and we work with healthcare and education professionals to help improve early identification.

"We arrived feeling deflated and left feeling optimistic for the future"

We support children and young adults right across the UK

The average age we support is 9 years old. Most children we support are aged 6-10 years old

59% of the children and young adults we supported are male

41% are female

85% live within in the South West near our National Centre in Somerset and we see clusters in areas of deprivation and urban areas

Freddie's big milestone

Our therapy team were so happy to receive this message from Freddie's Mum:

"I have to share some news with you that I know you will appreciate as much as we do. You have known Freddie for years and will know how much he loves music, in particular Ed Sheeran. In a heat of the moment impulse buy last year I bought some tickets to a live gig. As it got nearer the time, I began to panic because of all the old memories of taking Freddie anywhere (not even on anything this scale). It would always just end with us both crying and leaving early.

Well, this amazing boy that you have helped support for all of these years, the boy who at one point couldn't leave the house, couldn't have visitors around and god forbid I ever needed to get petrol with him in the car, this amazing boy - he managed a four-hour car journey, 20 minute walk in the rain through a strange city, entered a busy loud arena with 60,000+ people and watched Ed Sheeran live. And more importantly showed genuine emotion - he was just loving it.

I am so proud of what we (us and bibic) have achieved with him. I still keep crying with joy and happiness. I had to share this with you because you will "get it" and every now and then you need a reminder of just how amazing your job is and what you actually do for people. I just wanted you to know that I will be forever grateful for supporting me to get Freddie to where he is today."



Activities delivered this year

This year saw a 53% increase in enquiries with 1,059 families getting in touch to discuss our support. The waiting list for a full assessment had increased to 46 weeks at year end (10 weeks in March 2020).

The demand for our services far outstrips our current capacity. Our greatest strategic challenge is to sustainably grow fundraising income to recruit more Therapists so that we can support more families and reduce the wait they need to endure.



Enquiries received

404 families in 2019/20

691 families in 2020/21

1,059 families in 2021/22

Our full assessment, therapeutic and ongoing support programme represents around 80% of what we do

We are so grateful to BBC Children in Need who have funded a Therapist's salary over the last three years. In this last year, their support has enabled Claire to support 107 children, young adults and their families.

"We're delighted to be funding bibic in Somerset to deliver crucial therapy and support to children and young adults facing disadvantage across the UK and make a positive difference to their lives." Lisa Bedding, Head of the South of England, BBC Children in Need

Supported by BBC Children in Need

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We delivered **356** assessments and other services

260 of these were our full assessments - a **35% increase** on the previous year

19 children and young adults had a re-assessment and a further six months of key working support after their initial full assessment, therapy and support.

17 children and young adults benefited from the powerful intervention provided by Johansen Individualised Auditory Stimulation and 21 were able to benefit from our Irlen Syndrome screener.

60 children and young adults were helped through our other services. These include our one-day assessments, screeners, consultations, post-service and post-diagnosis sessions, as well as our shorter assessments focused on wellbeing, behavioural, early years development and sensory needs.

A further **425 people** participated in bibic training sessions

Our therapy team spoke with 41 families through our Support and Advice Line

How we make a difference

Children and young adults experience wide ranging difficulties, thus the outcomes from our therapy are diverse. They include:

- Reduced anxiety, depression, obsessive compulsions, hyperactivity, self-harm, aggression and suicidal thoughts
- Improved self-esteem, confidence, self-awareness and independence
- Reduced school exclusion and refusal
- Improved cognitive, comprehension and communication skills
- Increased concentration, engagement and attainment at school
- Improved gross and fine motor skills, movement coordination, physical strength and speech and language
- Improved functional behaviours such as those that affect sleep, eating and toileting
- Greater ability to form and maintain social relationships
- Improved social and community acceptance and integration
- Enhanced family cohesion
- Improved likelihood of diagnosis through bibic's detailed reports
- Improved access support from local authorities, the NHS, nurseries, schools and colleges through bibic's liaison.

Our new Theory of Change outlines how the services we deliver result in an increased understanding about each individual's specific needs and how this contributes to the intended outcomes and our sustained impact goal:

Children and young adults with disabilities and additional needs are included in and contribute to society, live happy lives and achieve their full potential.

Over the last 50 years, our Therapists have supported more than 20,000 children, young adults and their families.

"We are so happy to have supported bibic over a number of years and our Trustees value their regular updates and quality reporting. Around a quarter of the families they support live in the Bristol area. Our latest grant of £9,800 will go towards their core costs of supporting children and young adults from Bristol, such as their rent, utilities and IT costs."

Louise O'Donnell,
Chief Executive
John James Bristol Foundation

What parents and carers told us

96% agree or strongly agree that bibic helped them better understand their child and their needs

85% said that the goals set during their child's assessment had been achieved

83% feel that their child is happier after bibic's support

89% think that the school better understand their child's needs after bibic's support

81% think that bibic's support helped them to get a diagnosis for their child

74% think that their child had improved self-esteem after bibic's support

88% agree or strongly agree that bibic's support helped to reduce family stress

How we measure success

In 2021 we greatly enhanced our monitoring and evaluation processes, informed by a new theory of change. We are now getting better response rates and higher quality data and feedback. These new systems also more effectively involve children and young adults (if developmentally able), especially younger children.

We use robust, nationally recognised tools to capture evidence of the difference we make. These tools measure changes in wellbeing, independence, engagement with education, behaviour and family stress. They allow us to gain real depth of understanding and regular monitoring enables new exercises and strategies to be introduced in line with the child or young adult's development.

Our new approach includes:

- Goal Based Outcomes (GBOs): A ten-point scale outcome measure for children and young adults with additional needs/disabilities. Goals are identified at assessment and measured at least twice afterwards.
- Strengths and Difficulties Questionnaire (SDQs): A standardised and recommended measure for children's anxiety, conduct, hyperactivity, peer relationships and prosocial behaviour. SDQs are used at the point of assessment and before the key working period ends, with different versions for parents/carers and children or young adults of different ages).
- Parent/carer and children/young adult surveys: Different versions of surveys which provide a baseline from initial assessment and after six months.
- Experience of service questionnaire: To capture feedback about the experience of bibic after assessment, with different versions for the parents/carers and the child or young adult.



Families at our heart

We are embedded in our community. We proactively involve families in consultations, surveys, parent forums and informal conversations. This helps us gain their perspectives on different issues and ensures we place the child or young adult and their family at the very heart of bibic. Their unique insight, and the results of our monitoring and evaluation work, directly shape our strategic and operational decision making, including the services we deliver and how we deliver them.

Equity, diversity and inclusion

We don't just accept difference - we value it, celebrate it, nurture it and thrive from it. This extends through our approach to therapy, employment, volunteering, fundraising and marketing. Our assessments and therapeutic support are as individual as each child or young adult. We have a high proportion of staff and volunteers with lived experience of having a child with disabilities and additional needs and 32% of staff declaring they live with a disability.

Our Board has a 50:50 gender split and one Trustee (25%) has an ethnic minority background. Two Trustees (50%) have lived experience; one has a diagnosed condition that affected their childhood, and one is a parent of children with additional needs. In addition, one Trustee is a paediatrician. At the end of the year, we began recruitment for four new Trustees due to recent vacancies and a plan to expand the Board; we aim for at least one new Trustee to bring lived experience.

We continually assess the potential barriers to access for diverse groups, particularly low-income families, those from ethnic minority backgrounds, girls/young women and teenagers/young adults. We amplify the voice of children, young adults and families in our digital and printed media; we believe that sharing real stories helps others feel seen when they identify with an individual, helping break down psychological barriers to access.

COVID-19

As the impact of the pandemic continued deep into 2021 and 2022, bibic gradually increased the number of families we had at the National Centre in line with changing restrictions and our own Covid-19 measures. All outreach work in the family home, in schools and in pop-up clinics remained halted. Our team met frequently via video call to ensure we were maintaining the same level of communication and wellbeing support across the therapy team and wider organisational team, before we could get back to the National Centre in any great number.

We maintained close contact with families, listened carefully and increased provision of the services introduced at the start of the pandemic that provided more immediate, flexible support and targeted therapeutic strategies. We learned from early pandemic experiences and moved adeptly to ensure we continued to support families as well as address the escalating and specific problems that they were experiencing.

In April 2021, we were just emerging into another post-lockdown world following lengthy school closures. During this last year, we have seen more children than ever school-refusing, being on reduced timetables and being de-registered from school completely and moved into home schooling. During the height of the pandemic 1/5 of children with special educational needs and disabilities were not in school or on part-time/irregular timetables. For some, this is because their needs could not be met within new rules. For others it may be because additional support they rely on is reduced/removed or due to anxiety/school refusal.

"When I joined bibic, I quickly saw how the children and their families benefit from the assessment and support. Giving families answers and a better understanding of their child is worth so much. It is so important to look at them as a whole person as there is always a reason for what we see."

Clare, Developmental Therapist

Digital services

Digital services, introduced at the start of the pandemic, continued to be vital alongside face-to face services as we slowly increased capacity back to normal level at the National Centre as restrictions eased. After engaging with families to evaluate the digital services, we made these a permanent option and began to examine the development of flexible packages of wider support and intervention through digital platforms.

Whilst most families still choose face to face assessments, the digital option will increase accessibility for families who live further away or for whom the challenge of travelling with their child, or costs of travel and accommodation are prohibitive. Our evaluations also showed that digital assessments can allow Therapists to observe more natural behaviours, particularly for children who are stressed/anxious in unfamiliar environments. This may mean assessments become more effective in certain scenarios, allowing for more impactful therapeutic intervention.

A disproportionate impact

The long-term impact of the pandemic, lockdowns and school closures has left ever more families seeking support and this has contributed directly to a dramatic increase in enquiries alongside increased public awareness and an unprecedented number of recommendations given by families who feel bibic's unique holistic therapeutic approach has been transformational.

The pandemic has disproportionately affected children and young adults with disabilities and additional needs, and their families. Studies show the impact on their education, health/wellbeing and social development is likely to be long-term.

70% of bibic parents and carers say the pandemic has intensified their child's difficulties. This includes behaviours such as severe meltdowns, self-harm, aggression, and obsessive compulsions together with developmental difficulties (communication, sleep, learning, toileting) and mental health challenges (severe anxiety, depression).

Kenzie walked miles4bibic

Mackenzie aimed to walk 50 miles over the 6-week school summer holidays to raise money for bibic.

He signed up to take part in bibic's 2021 fundraising challenge miles4bibic which aimed to harness the benefits of movement and encouraged people to take on a distance-based challenge to raise money. The challenge saw children and adults covering their miles by running, walking, hopping, cycling, scooting or in their wheelchair. Movement forms one of the key elements of the holistic therapy at bibic. Running regulates the sensory system, walking on rough terrain boosts working memory and skipping improves coordination.

Kenzie smashed his £150 target and raised £380 for bibic. Not only that, he smashed his mileage target, clocking up 19.5 miles on holiday in Cornwall in the last week of his challenge - taking the total to 109.5 miles!

"Target well and truly smashed. Well done Kenzie we're very proud! From Mummy and Daddy"

"When Mackenzie started school in 2018 some of his uniqueness became more apparent and it was noticeable that he seemed to struggle with some environments or activities. Kenzie had been born 16 weeks early at 23 weeks plus 6 days gestation, and it was difficult to determine if things were simply due to delayed development, associated with his prematurity, or if something else was contributing.

In 2019 he often appeared very anxious or angry with the world around him. I was already aware of bibic via my own work connections and one day happened to have a tour of bibic's facilities and got chatting to the lovely member of staff who was showing me around. I shared some of our observations regarding Kenzie and our bibic journey began!

Their assessment tools enabled us to identify that he has sensory processing difficulties and a high likelihood of being on the Autistic spectrum, the latter now awaiting NHS diagnosis.



As a family our learning curve around different behavioural strategies and various tools and techniques to help Kenzie enjoy the world around him and for everyone in his world to better understand his needs has been steep. With bibic's help we now understand 'our normal' and by implementing their advice Kenzie's behaviour significantly improved.

We also now understand why certain things or reactions happen and are far better equipped to mitigate them or deal with them in a way which keeps everyone and everything calm and happy!"

Kenzie's Mum





88% of families think that bibic's support has helped reduce family stress

Our goals and the people that helped us meet them

Progress against strategic objectives

Goal 1
Support more families

Priority actions

- Review and implement efficiencies in delivery of therapy.
- Simplify services portfolio to deliver clear and bespoke offers to families.
- Achieve external service accreditation.
- Develop digital training offer.

Achievements

- Supported 504 children and young adults during the year (213 reported in 2020/21, see note on page 11, the comparable figure would be 310, representing a 63% increase).
- Revisited risk management of school observations/ assessments and outreach services and their delivery, with the result was that we would restart observations and assessments in schools. As we have eased out of the pandemic, we have started up home assessments again and further outreach.
- Made digital assessments and services a permanent option for families and started work to look at the development of digital services in the future.
- Completed a comprehensive project to develop and enhance monitoring and evaluation processes.
- Built a direct service for young adults, alongside support for parents and carers.
- Introduced post-service support sessions for families who need extended key working support after 6 months.
- Recruited and trained two additional Therapists to expand the therapy team to seven.
- Delivered year one of the new marketing strategy, including growing social media reach and began delivering accessible digital resources and live interactive Q&As designed to reach wider audiences.
- Recognised as a recommended specialist service across numerous Local Authorities who signpost families to bibic; this ensures our reports will be used as evidence to help support children and young adults to access statutory support through Educational, Health and Care Plans (EHCPs).

What we didn't achieve and lessons learned

- Explored external accreditation, but learned that our unique mission, vision and holistic approach is the most important focus for bibic families so we can provide the most transformative developmental therapy possible and fill gaps in provision by other statutory and community organisations.
- All school observations / assessments and outreach in the family home or pop-up clinics remained paused due to the pandemic.
- We trialled delivery of short online seminars which proved more accessible.

By 2023, we still need to...

- Build relationships with medical / educational professionals and offer free consultations to their users.
- Review potential to deliver school enrichment days following our action plan. We will encourage schools to engage with bibic and pilot supporting pupils and students that may need it locally.
- Use our enhanced family engagement and monitoring and evaluation data as a platform for continually improving the services and support we provide.
- Further develop free information resources provided through content on digital platforms to extend reach. Measure and evaluate this area of our work to gain a better understanding impact.
- Continue to develop and enhance working relationships with NHS partners so that we can encourage referrals and buy in from NHS colleagues. This will impact on bibic reports being used for evidence for diagnosis and EHCPs across the country, and encourages NHS use of our training, seminars and Q&As.

Goal 2
Grow sustainable income

Priority actions

- Diversify fundraising and build sustainable income.
- Review commissioned and commercial income opportunities.
- Develop marketing and communications plan.

Achievements

- Recruited a new part-time Head of Fundraising and Marketing to strategically develop and effectively coordinate these two crucial areas of work.
- Developed a marketing strategy and fundraising strategy that aim to 1. increase the diversity and sustainability of our voluntary income; 2. enable bibic to achieve sustainable long term income growth so that we can increase capacity to meet demand; 3. Increase our profile and reach with families that would benefit from our support.
- Recruited a Marketing and Communications Officer to deliver the agreed plan to support both fundraising income generation and service delivery. This included developing new digital therapeutic content to reach wider audiences.
- We reviewed the charity's brand to improve understanding of what we do/our impact as well as become more inclusive – and now we have a new brand!

What we didn't achieve and lessons learned

- We reviewed commercial income opportunities and the decision was taken to not progress with these plans due to the resourcing risk. This will be revisited in future years.
- Budgeted fundraising income growth was not achieved, presenting a challenge in addressing our greatest current strategic issue - increasing our financial resilience so that we can recruit more Therapists to meet the exceptional demand. We had healthy reserves from the previous year (200k) so invested this into growth
- With £55k of multi-year grants ending in Spring 2022, we were unable to secure similar funding during the year to increase our resilience whilst we waited to reapply to these funders. Whilst our financial position remained sound at year end, this security is at risk should further multi-year grants not be secured and the likelihood of further therapy team expansion is reduced without income growth.

By 2023, we still need to...

- Deliver on the fundraising strategy to incrementally and sustainable grow income over the next three years to meet current projected expenditure, as well as enable further planned Therapist recruitment.
- Carefully monitor demand and fundraising performance so that we can continually consider the pace at which we can sustainably increase therapy capacity.



Goal 3
Maximise value of resources

Priority actions

- Develop leadership and senior expertise.
- Review estate resource effectiveness.
- Establish collaborative partnerships with charities.

Achievements

- Opened a larger therapy suite in a building within the same complex which has additional therapy rooms to cater for a greater number of families on site and facilities that are more appropriate for younger children and those with more profound disabilities. We also have a larger family room, bigger and better equipped sensory room and more privacy for families.
- Developed our approach to Rota management to help mitigate the risk of Covid-19 related sickness within families and the therapy team on service delivery, so that further negative impact on the waiting list was minimised.
- Developed the senior management team structure to better support the operational delivery of the organisation and enable the Managing Director to focus on long-term strategic development
- Several formal collaborations were developed with complementary organisations including Ups and Downs Southwest, Headway, Bridging the Gap and local parent forums.
- Maintained low staff turnover, retaining our expert and highly qualified and trained staff.
- Finalist in the 2022 Somerset Business Awards, Charity of the Year category which recognised the high standard of bibic's governance, management, use of fundraising income, contribution of volunteers and sustained impact.

What we didn't achieve and lessons learned

We had planned to utilise the outdoor space that adjoins our new therapy suite to create a sensory garden to give families a space to relax and an alternative space within which to work with children and young adults during assessment. This was not possible for a myriad of reasons, so instead we adapted to use the internal space more flexibly.

By 2023, we still need to...

- Review skills and diversity of the Trustee Board and recruit additional members to ensure the voice of the service-user is incorporated into decision making and bibic benefits from wider experience and more diverse perspectives. We will achieve this via a Forum plus recruitment plan.
- Identify and develop more collaborative partnerships with complementary organisations that can enhance organisational effectiveness and support mutual service-users.
- Complete Five-Year plan for sustainable growth, incorporating Fundraising and Communications.



All of this is only made possible with you by our side

Running a small charity with such great ambition is only possible thanks to the people and organisations who help fund our work and the volunteers who dedicate time and energy.

Fundraising

Thank you, to those we have mentioned throughout this report and so many others. The staff and volunteers at bibic work tirelessly to raise money to provide our expert therapeutic intervention and to make sure that no family who needs us is ever turned away. Income from fundraising helps ensure we can keep our family contribution as small as possible, as well as provide fee waivers to low-income families.

£89k
was raised this year from individuals

£20k
was raised by businesses who have donated funds or whose staff have raised money.

£13k
raised through the fundraising activities of our community supporters.

£146k
was received from people who chose to remember bibic in their will.

Almost £116k
was received from grant-making organisations.

We are deeply grateful for this support which represents a significant percentage of our fundraising income. We are so thankful to each and every charitable trust and foundation that they entrust bibic to spend their funds in a way that makes a real and lasting difference.

Together we have raised over

£384k

(including gift aid)

This represents a £110k fall on the previous year (2020/21: £494k) which is mainly due to the Covid-19 response funding achieved in that year, but is in line with the previous two years (2019/20: £392k, 2018/19: £375k).





Special thanks

go to BBC Children in Need, Garfield Weston Foundation, The National Lottery Community Fund and many others.

A special thank you to our bibic families

Fundraising for a small charity is never easy.

We need to say a heartfelt thank you to the families who allow us to share their stories on our website, in our appeals or on social media, and to those who agree for their children to be included in our Sponsor a bibic Child regular giving programme. The special gift of your stories makes a huge difference in letting our supporters know how their donation has helped transform a child or young adult's life, whilst also helping us reach families who may desperately need support.

It is only because of the compassion of donors like the staff at DB+Paul that we can be here to help children and young adults like Charlie:



"We have thoroughly enjoyed supporting bibic as our charity of the year. As a team, we've done several long-distance walking challenges and a skydive and raised £3,000. Everyone at DB+Paul feels a real sense of pride about supporting such a brilliant charity and we've been so well supported and encouraged by Andy from bibic!"

DB+Paul

"bibic has been really helpful. They've helped me understand parts of me I never thought I could have. All the staff were really friendly. I recommend them, 5 stars out of 5. Best place ever!"

Charlie



Our volunteers

We cannot express how grateful we are for the time, energy and expertise given by every single volunteer. This year, we had 13 volunteers gave the gift of time to support bibic. It is testament to the passion and dedication of our staff, that they also volunteer in their spare time.

Whether by helping Therapists during assessments, supporting music therapy, helping with the all-important admin, taking photographs or picking up collection tins - every person brings something special and they are an integral part of the bibic family. We have been pleased to start welcoming volunteers back into our National Centre having paused this due to the pandemic. Particular thanks go our Trustees, who give considerable time to their voluntary roles on the Board and have helped steer bibic through challenging times with skill, commitment and passion.

The value of the contribution of volunteers is not reflected in our financial reports, however they bring an immeasurable amount of added value to bibic - fresh perspectives, energy and skill, whilst ensuring we can be as cost effective as possible.

"I'm only 16 so haven't had a lot of work experience, but volunteering here has given me an opportunity to grow in confidence and gain skills which will help my future career.

bibic gave me the opportunity to do Level 1-3 in Makaton and I particularly enjoy being given the responsibility to help with assessments as I hope to work with children in the future. The team have been so supportive and welcoming and always have an action plan ready for me when I come."

Amelia, Student Placement

"I have just retired from the NHS and want to give something back into the community now I had more time. bibic immediately came to mind. The team are very friendly and welcoming. I find everyone here, without exception, very helpful and willing to explain anything. I thoroughly enjoy my time here and hope I make even a small difference."

Margaret, Volunteer

"I joined bibic as a volunteer so I could get experience in working with children as I want to study Speech and Language Therapy. From the moment I started, the team gave me lots of training opportunities which has helped me to develop new skills and gain more confidence. The work bibic do is so important and unique. I feel privileged to have contributed to such an amazing charity."

Grace, Volunteer



Our long-serving Patron steps down

Tony and Jane Brett and their family started supporting bibic over forty years ago, in the early years of our charity, after a friend's son came to us for therapy and support. We are indebted to their own donations over those years and the time they have dedicated to inspiring others to support bibic. Tony is stepping down from his role as Patron of bibic and we will remain ever grateful to him, and to Jane, for all the incredible support and friendship they have shown us over the years.



"Tony has been a Patron who has been at the very forefront of bibic's work. He has championed our charity and the voices of children and young adults with disabilities and additional needs. Words cannot express how grateful we are for so many years of dedication."

Pip Buckley, Managing Director



"We have been involved with bibic for over forty years after a friend's son received support here. We were delighted to have helped celebrate the 50th Anniversary year with them this year. We've long seen the life changing support they provide and have been proud to help through fundraising and spreading awareness of their therapy and their work. As we step down we know that bibic will continue to support families when they need it most and will be there for them over the next 50 years and beyond."

Tony Brett



> bibic helped us to identify ways to support our daughter. We are so grateful for all their expertise. We feel less alone on our journey now.

Financial review, risk and future plans

Financial performance

In April 2021, the impact of a year of repeated lockdowns was felt by our small charity with the continued reduction in fundraising events and activities.

The agility and innovation of the therapy team in the previous year in adapting to the closure of the Therapy Centre meant that the therapy income stayed as steady as it could.

The effect of the pandemic on voluntary income continued throughout 2021/22 and, whilst our community, corporate and events income remains behind pre-pandemic levels, we finished the year feeling very grateful that income from trusts and foundations, individual giving and legacies was strong.

The strong financial position is testament to the unwavering dedication of the therapy team, the sheer energy of our fundraisers, the resilience of our core team and the agility and strength of leadership from the Managing Director.

However, we are acutely aware that the stronger income streams are highly unlikely to remain at the same level in 2022/23 and we have already strengthened our small fundraising team to increase the diversity and sustainability of voluntary income to improve our financial resilience going forward. Our prime focus is to ensure that service capacity can not only be maintained, but to expand, to meet the increased demand from families needing our unique therapeutic intervention and ongoing support.

Total income for the year was £555k (2020/21: £619k). Income from donations and legacies amounted to £386k (2020/21: £485k), income from charitable activities (therapy related income) amounted to £168k (2020/21: £107k) and other income was £1k (2020/21: £27k).

Total expenditure for the year was £619k (2020/21: £419k). This resulted in an operational deficit of -£64k (2020/21: £200k surplus). This was principally due to grants income performing below budget which was, to some extent, balanced by a large legacy received.

Total income for the year
£555k
2020/21 £619k

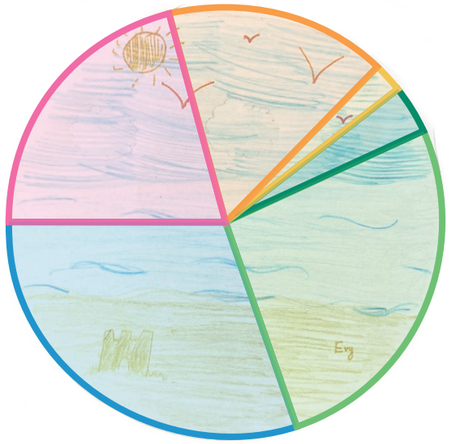
Total expenditure
£619k
2020/21
£419k

Operational deficit
£64k
2020/21
£200k Surplus

Income from donations and legacies
£386k
2020/21
£485k

Income from charitable activities
(therapy related income)
£168k
2020/21
£107k

Other income
£1k
2020/21
£26k



Where our income came from

- Grants £116k (2020/21: £285k)
- Donations £89k (2020/21: £98k)
- Community £13k (2020/21: £20k)
- Corporate £23k (2020/21: £15k)
- Legacies £146k (2020/21: £68k)
- Therapy £168k (2020/21: £107k)

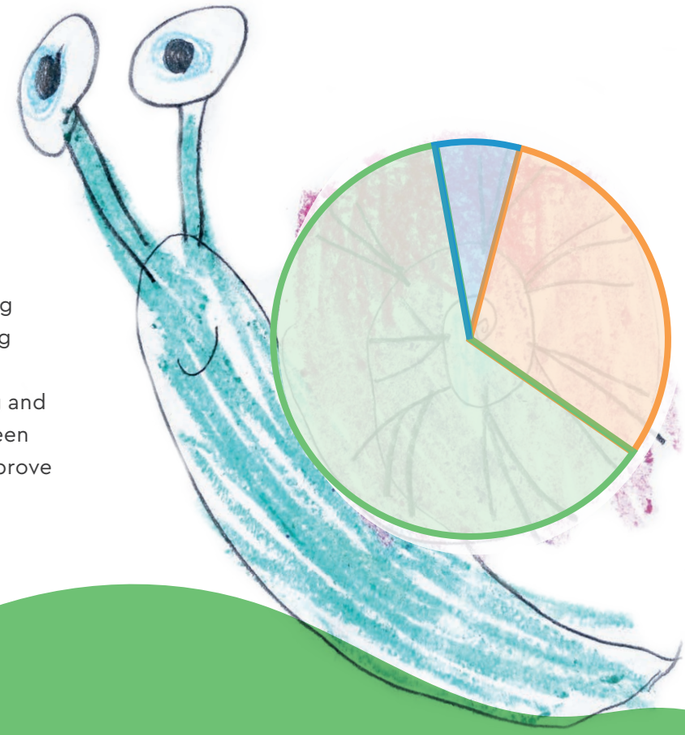
Total £555k (2020/21 £619k)

How we spent the money

- Charitable activities £389k (2020/21: £249k)
- Raising funds £188k (2020/21: £137k)
- Governance/other costs £42k (2020/21: £33k)

Total £619k (2020/21: £419k)

The Trustees aim to increase the proportion of spend on charitable activities by improving fundraising performance, including increasing return on investment of specific fundraising activities, supported by enhanced marketing and communications. Some progress has been seen this year and plans are in place to further improve the ratio in 2022/23, whilst maintaining investment in fundraising to grow income.



Reserves

The Trustees maintain unrestricted funds to reduce dependency on any of the charity's income streams, particularly fundraised income which is subject to fluctuation. The charity is committed to the children, young adults and families who receive support for a minimum of six months, but often many years. The Trustees therefore feel it is important to maintain free reserves at a level which ensures continuity of bibic's unique service and to fund projects that improve services.

The reserves policy had a rigorous review within the previous year. It has been developed on the basis of the inherent level of risk within our business model. This model delivers high committed costs/low flexible costs, alongside a blend of unpredictable fundraised income and sustainable therapy income. The Trustees review the policy annually; taking into consideration the principal risks faced by the charity and their mitigations together with likely projected income and expenditure. As a result of this work, the Trustees considered that the current reserves policy was still satisfactory and they aim to maintain a target range of free reserves of between six and eight months of annual budgeted operating costs, which represents £282k to £376k.

At 31 March 2022, total funds held amounted to £436k (2020/21: £500k). Of these, restricted funds were **£44k** (2020/21: £61k) and designated funds were **£108k** (2020/21: £160k). The charity's free reserves were **£284k** (2020/21: £279k).

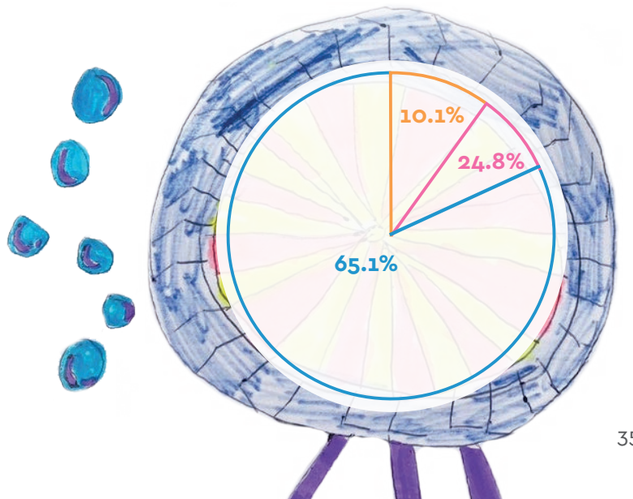
Free reserves comprise the total funds available to the charity, less those reserves whose uses are restricted or designated for specific purposes.

Restricted funds are those that must be spent in accordance with the donor's specific instructions or which have been raised by the charity for a specific purpose. Information about restricted funds is at note 18 in the financial statements. Each restricted gift has a timescale for spend, usually within 12 months. The charity operates a detailed restricted funds register to track and report spend against each gift.

Designated funds are unrestricted funds that have been put aside by the Trustees for planned activities. Designations for potential exit costs amount to £73k. Designations for planned activities amount to £35k and include staff training and a monitoring and evaluation project. With the exception of exit costs, it is the Trustees intention that designated funds are spent within a period of 12-36 months, as appropriate for the planned activity.

The charity is facing a continued period of uncertainty and the aim of many of the designated projects is to improve efficiency and performance to provide enhanced services and facilities to the children, young adults and families. Free reserves are in place to protect the charity and will be used to cushion the effect of the expected fall in fundraised income in the short to medium term so as to ensure the continuity of services. We are also investing in strategic planning to support the sustainable growth of our service.

The Trustees will continue to consider the balance of risk and thus the level of free reserves appropriate for the needs of the charity in light of forecasts and future requirements. The charity's position against the reserves policy is monitored by the senior management team and Trustees on a bi-monthly basis.





Safeguarding

We see our safeguarding responsibility as an absolute priority. Our approach moves beyond looking out for the children and young adults we support; it extends to their families, our supporters and donors, our volunteers, our staff and everyone we come into contact with through our work.

Pip Buckley (Managing Director) is our safeguarding lead, supported by Chelsey Oxley (Therapy Manager) as deputy lead; both have completed full training. Chair of Trustees, Laura Voyle, provides safeguarding leadership at Board level.

The pandemic increased the risk of safeguarding concerns for children and young adults and their families. Some of this has been due to wellbeing and mental health challenges. Family surveys showed that stress in the family home increased. Children and young adults' challenging or negative behaviours, that could cause harm to themselves or others, also increased. We recognise that the element of our services that are now delivered digitally present new challenges on picking up on safeguarding concerns.

During the year, we:

- Continued to review safeguarding frequently in team meetings, supervision sessions and at Board meetings;
- Continued to assess risk as we moved through the pandemic, regularly updating and reinforcing safeguarding measures with the whole team;
- Delivered annual update training for all bibic staff and trained new staff joining the charity;
- Managed, reviewed and reported to Trustees five (2020/21: five) cases of concern within families and zero (2020/21: zero) cases of concern in other groups (e.g. donors, staff, volunteers). Zero (2020/21: zero) incidents were reported to the Charity Commission or Police;
- Provided additional support to fourteen families (2020/21: ten) via extra key working sessions, liaison with social workers etc. to help prevent escalation to a level of concern.



Risk

The Trustees are responsible for regularly reviewing and assessing (and planning for the management of) risks and uncertainties that may have a significant impact on the charity's operations, thus beneficiaries. bibic operates a detailed risk register to review the strategic, operational and project related risks the charity may face; the likelihood/impact of those risks and the mitigation controls/plans in place in line with CC26 guidance issued by the Charity Commission.

The risk register is reviewed and assessed monthly by the senior management team and quarterly by the Board. A full review is conducted annually by the Board. Significant new risks or those which have increased in likelihood/impact are promptly brought to the attention of the Board by the Managing Director. The charity encourages all employees to be actively engaged in risk identification and risk management activity. The Trustees consider that the principal risks and uncertainties are:

Nature of risk

Increasing enquiries impacting on time frame for managing enquiries, telephone interviews and bookings of assessments/other services, resulting in longer response times/ waiting lists which delays support for children, young adults and their families.

Control plans

- Recruit a second Family Services Coordinator.
- Deliver regular enquiry 'pushes' by dedicating additional resource at peak times.
- Place a hold on new enquiries in the month of August to catch-up on backlog.
- Assess ability to recruit further Therapists to increase capacity and speed up support.

Further commentary

Whilst capacity was increased during this financial year through the recruitment of two additional Therapists, the number of enquiries have continued to rise. The leadership team and Trustees still have significant concerns over reputational damage if bibic cannot effectively manage the number of enquiries and have long waiting times.

Nature of risk

Staff sickness or family sickness due to Covid-19 or other sickness requiring rearrangement of bookings at short notice.

Control plans

- Proactively support staff wellbeing at work, including careful management of the Rota to reduce the potential for stress or mental health related sickness.
- Procedure for staff who have Covid-19 to ensure they do not enter the National Centre for a minimum of 5 days (working from home if possible or sick leave) to reduce the risk of spreading the infection.
- Develop a new wellbeing policy to enhance support for staff.
- Ensure there is appropriate cover and Rota sickness slots so that, in the event of no Therapist cover, families can move to another date within a four-week period.
- Engage former bibic Therapists to step back in, where possible, to provide additional support.

Further commentary

Staff sickness has been historically low, however Covid-19 has increased this risk and has caused an even more significant impact this year, than in the previous year.

Nature of risk

Current economic environment impacting on bibic's ability to meet fundraising targets.

Control plans

- Deliver a fundraising strategy which increases the diversity of the income portfolio to provide greater resilience and that develops income streams which could:
- Increase the proportion of sustainable income (e.g., multi-year grants and regular giving);
- Give the greatest return of investment (e.g., trusts/foundations and major donor fundraising);
- Hold opportunity for growth (individual giving and community fundraising).
- Invest in the fundraising and marketing team to increase skills and knowledge, whilst maintaining up-to-date knowledge of fundraising and charity sector trends and best practice.
- Review team structure to ensure resource is best placed/sufficient to successfully deliver the strategy.

Further commentary

The Trustees recognise the next few years may be impacted by ongoing economic challenges, particularly affecting the disposable income of individual and regular donors. They also recognise the increased competitiveness of applying for funding from grant-making organisations and that this may affect this income stream longer-term.

Nature of risk

Safeguarding issue resulting in harm to vulnerable child or adult

Control plans

- All staff safeguarding trained, with updates every two years.
- Lead, Deputy Lead and Trustee Lead for safeguarding and child protection in place.
- A second Deputy Lead to be added within the therapy team as the team grows.
- Set up of a new Safeguarding panel and regular safeguarding meetings to review and assess risk.
- Safeguarding process and procedures regularly reviewed and effectively implemented.
- Ongoing relationships in place with Social Care, NHS and other relevant services.

Further commentary

Safeguarding is a principal part of bibic's work which is taken very seriously. Ongoing reviews of policies and practices will continue to take place to ensure that safeguarding is included in every agenda including team meetings, management meetings, one-to-ones and at Board meetings.

Nature of risk

Data breach

Control plans

- All staff GDPR trained to basic level.
- Data protection policy and procedures in place and reviewed annually.
- Allocation of a GDPR lead (Head of Fundraising and Marketing) who will be trained at DPO level to ensure bibic is compliant across every area of our work.
- External training and guidance available and used when required via a qualified provider.

Further commentary

A full data protection review was completed during the year and one DPO role allocated in-house. The Trustees are reviewing whether a second DPO is needed.

Future plans

Strengthening and expansion of the therapy team

The impact of the pandemic, together with an increase in bibic's profile and word of mouth recommendations, has resulted in a dramatic increase in enquiries and the waiting time for a full assessment. The longer the wait, the higher the risks for the young adult and family; including school exclusion, parental separation, developmental regression/inhibition, self-harm/harm to others and suicidal thoughts or actions. During 2021 we recruited two Therapists to speed up access (including Natalie, who was previously our Family Services Coordinator) and, in late 2022, we plan to recruit two more Therapists to create a team of nine, subject to fundraising performance.

"Moving into a Therapist position from my Family Service Coordinator role has given me new perspectives on the difference bibic makes. As the Family Service Coordinator, I was the first point of contact for families and listened to their worries and struggles.

Now, having trained as a Therapist, I am able to build relationships with families and support them in gaining a better understanding of their child and their needs, as well as a sense of relief that their worries have finally been heard. bibic have also provided me with a better understanding of myself, supported me and helped me gain acceptance of my own difficulties."

Natalie, Developmental Therapist

Increase fundraising sustainability and diversity

The expansion of the therapy team will increase annual expenditure. Projections currently indicate that income will not keep pace, particularly within the cost-of-living crisis and economic context, and demand for our services continues to rise. To address this, the fundraising strategy has been refreshed and will be implemented from 2022/23.

We aim to reduce reliance on any one income stream, whilst also simplifying and prioritising fundraising activity which has the greatest growth potential or activity which could provide sustainable income but is currently underdeveloped, such as legacy giving and regular giving. We will also be particularly focused on identifying and securing multi-year grants. Whilst we feel very fortunate to have loyal donors who have stood by bibic for many years, we need to increase our profile within new audiences to be able to grow our income long-term.

Deliver a new marketing strategy

With a very small team at bibic, having a strategic approach to marketing and communications has often been challenging. Our Marketing and Communications Executive and Head of Fundraising and Marketing will deliver a new strategy which aims to:

- Increase brand recognition, understanding of our work and the difference we make.
- Support fundraising income growth.
- Increase free access to therapeutic information and support through digital investment.

Monitoring and Evaluation

This year we began the crucial work of enhancing our approach to monitoring and evaluation. The tools we now use to measure individual outcomes are more robust and will provide more and better data to shape decision making. They will also enable bibic to uphold our pledge of being accountable and transparent with our donors and funders, enabling us to further improve our reporting and communications which share the difference that their gifts have made.

As part of our 50th anniversary programme of activity and informed by our work on improving monitoring and evaluation, we have put together a "50 years of bibic Impact Report". This will be launched in Autumn 2022 and share data, stories and quotes to provide a real insight into how bibic's developmental therapy transforms the lives of children and young adults.

Our 50th anniversary

As we approach our 50th anniversary in June 2022, we are celebrating five decades of supporting 20,000+ children and young adults to overcome their challenges and reach their full potential with a year of gratitude and stories. bibic's life changing therapy and support has only been possible thanks to our supporters and funders, and we look forward to saying 'thank you'.

Clinics

Our pop-up assessment clinics across the UK have been paused during the pandemic. These enabled us to provide our services and support for families who live long distances from our National Centre and for whom the challenges associated with travelling were a barrier to access.

These clinics were held in geographical areas identified with the greatest need; this included areas where we have seen significant clusters of enquiries, areas of deprivation, or areas which have a higher-than-average number of children and young adults with an Education, Health and Care Plan. We hope to be able to reinstate this service next year.

Equity, diversity and inclusion

We strive to continually improve our approach and have identified and prioritised specific areas for development in future periods. We are developing both our understanding of and our practical work towards embedding a new EDI policy within our team. Future plans include:

- Developing organisational understanding of EDI concepts informed by the Managing Director's training through the NCVO and ACEVO.
- Developing recruitment processes for staff and volunteers to improve access within new communities.
- Enhancing family engagement processes with a formal forum to give a stronger voice to the community we support.
- Expand awareness of our work outside of the Southwest to ensure that we are accessible for families that need us, particularly within deprived and urban areas.
- Review of our website, social media and marketing collateral to ensure they are accessible, include diverse stories and imagery, have descriptions on photos, that the colours, fonts, sizing and navigation comply with Web Content Accessibility Guidelines and that the language used is inclusive.
- The development and application of our new bibic branding that is more diverse and inclusive.

“For the first time in seven years, I feel listened to and validated as a parent.”







Thank you to everyone who looked after us over the last 2 days, a special massive thank you to Natalie, you were so wonderful with our child. Your knowledge and compassion shone through. What you guys do is amazing and the way you do it even more so, we cannot thank you enough.

Financial statements

Independent Examiner's Report

to the Trustees of bibic

Independent examiner's report to the trustees of bibic ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2022.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of ICAEW which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. Accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. The accounts do not accord with those records; or
3. The accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. The accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Dick Maule FCA Independent Examiner
26th September 2022

Report of the Trustees

for the Year Ended 31 March 2022

Independent Examiner: Dick Maule FCA
The Cross House, South Woodchester,
Gloucestershire GL5 5EL

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on 26th September 2022 and signed on the board's behalf by:

Laura Voyle
Trustee



Statement of Financial Activities

(Incorporating an Income and Expenditure Account)

for the Year Ended 31 March 2022

	Notes	Unrestricted funds (£)	Designated funds (£)	Restricted funds (£)	2022 Total funds (£)	2021 Total funds (£)
Income and endowments from						
Donations and legacies	2	287,050	-	98,595	385,645	485,422
Charitable Activities	5	-	-	-	-	-
Therapy provision		168,211	-	-	168,211	106,666
Other trading activities	3	1,448	-	-	1,448	8,971
Investment income	4	17	-	-	17	96
Other income	6	-	-	-	-	18,256
Total		456,726	-	98,595	555,321	619,411
Expenditure on						
Raising funds	7	152,098	34,083	1,699	187,880	136,561
Charitable Activities	8					
Therapy provision		169,442	63,867	108,181	341,490	249,557
Governance costs		32,312	8,667	1,700	42,679	33,365
Therapy support		43,285	-	4,382	47,667	-
Total		397,137	106,617	115,962	619,716	419,483
Net income/ (expenditure)		59,589	(106,617)	(17,367)	(64,395)	199,928
Transfers between funds	18	(54,322)	54,322	-	-	-
Net movement in funds		5,267	(52,295)	(17,367)	(64,395)	199,928
Reconciliation of funds						
Total funds brought forward		278,642	160,000	61,283	499,925	299,997
Total funds carried forward		283,909	107,705	43,916	435,530	499,925

Balance Sheet

31 March 2022

	Notes	Unrestricted funds (£)	Designated funds (£)	Restricted funds (£)	2022 Total funds (£)	2021 Total funds (£)
Fixed assets						
Tangible assets	15	48,080	-	5,054	53,134	23,711
Current assets						
Debtors	16	133,837	-	-	133,837	55,097
Prepayments and accrued income		14,778	-	4,387	19,165	15,857
Cash at bank		292,584	115,205	34,475	442,264	469,216
Total		441,199	115,205	38,862	595,266	540,170
Creditors						
Amounts falling due within one year	17	(205,370)	(7,500)	-	(212,870)	(63,956)
Net current assets		235,829	107,705	38,862	382,396	476,214
Total assets less current liabilities		283,909	107,705	43,916	435,530	499,925
Net assets		283,909	107,705	43,916	435,530	499,925
Funds	18				-	-
Unrestricted funds					391,614	438,642
Restricted funds					43,916	61,283
Total funds					435,530	499,925

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2022.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2022 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

(a) Ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and

(b) Preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The financial statements were approved by the Board of Trustees and authorised for issue on 26th September 2022 and signed on the board's behalf by:

Laura Voyle
Trustee



Cash Flow Statement

for the Year Ended 31 March 2022

	Notes	2022 Total funds (£)	2021 Total funds (£)
Cash flows from operating activities			
Cash generated from operations	1	13,481	202,998
Net cash provided by operating activities		13,481	202,998
Cash flows from investing activities			
Purchase of tangible fixed assets		(40,450)	(9,297)
Sale of tangible fixed assets		-	1
Interest received		17	96
Net cash used in investing activities		(40,433)	(9,200)
Change in cash and cash equivalents in the reporting period		(26,952)	193,798
Cash and cash equivalents at the beginning of the reporting period		469,216	275,418
Cash and cash equivalents at the end of the reporting period		442,264	469,216



Notes to the Cash Flow Statement

for the Year Ended 31 March 2022

	2022 Total funds (£)	2021 Total funds (£)
1. Reconciliation of net (expenditure)/income to net cash flow from operating activities		
Net (expenditure)/income for the reporting period (as per the Statement of Financial Activities)	(64,395)	199,928
Adjustments for:		
Depreciation charges	11,027	4,532
Loss on disposal of fixed assets	-	141
Interest received	(17)	(96)
Increase in debtors	(82,048)	(14,361)
Increase in creditors	148,914	12,854
Net cash provided by operations	13,481	202,998

2. Analysis of changes in net funds	At 1.4.21 (£)	Cash flow (£)	At 31.3.22 (£)
Net cash	469,216	(26,952)	442,264
Cash at bank	469,216	(26,952)	442,264
Total	469,216	(26,952)	442,264



Notes to the Financial Statements

for the Year Ended 31 March 2022

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Income received by way of donations and gifts is included in full in the Statement of Financial Activities when receivable.

Income from grants, where entitlement is not conditional on the delivery of a specific performance by the charity, is recognised when the charity becomes unconditionally entitled to the grant.

Income from grants, where related to performance and specific deliverables, is accounted for as the charity earns the right to consideration by its performance.

Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included in these accounts. Income from charitable activities is accounted for when earned. Investment income is included when receivable.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category.
Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Expenditure includes any VAT that cannot be fully recovered.

Costs of generating funds comprise the costs associated with attracting voluntary income and the costs of trading for fundraising purposes.

Charitable expenditure comprises those cost 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.

Allocation and apportionment of costs

All costs are allocated between the expenditure categories of the SOFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Improvements to property	-	in accordance with the property
Plant and machinery	-	10% on cost
Fixtures and fittings	-	at varying rates on cost
Computer equipment	-	33% on cost

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees. Designated funds are unrestricted funds earmarked by the Finance Management Committee for particular purposes. Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

2. Donations and legacies

	2022 (£)	2021 (£)
Donations & appeals	104,255	113,938
Gift aid	16,195	12,625
Legacies	146,644	67,695
Grants	115,895	285,187
Donated services and facilities	2,656	5,977
Total	385,645	485,422

Grants received, included in the above, are as follows:

Other grants	115,895	285,187

Included within the grants received during year ended 31 March 2021, are several grants awarded to bibic in response to the Covid-19 pandemic. In total, such grants exceed £130,000.

3. Other trading activities

	2022 (£)	2021 (£)
Fundraising events	253	8,001
Social lotteries	1,195	970
Total	1,448	8,971

4. Investment income

	2022 (£)	2021 (£)
Deposit account interest	17	96

5. Income from charitable activities

	Activity	2022 (£)	2021 (£)
Therapy provision & training	Therapy provision	166,038	106,666
Exceptional items	Therapy provision	2,173	-
Total		168,211	106,666

6. Other income

	2022 (£)	2021 (£)
Exceptional items	-	18,256

The exceptional item comprises funds received under the Coronavirus Job Retention Scheme, administered by HM Revenue & Customs, in respect of the furloughing of some staff for some months during Spring / Summer 2020 resulting from the Covid-19 pandemic.

7. Raising funds

Raising donations and legacies	2022 (£)	2021 (£)
Staff costs	72,264	43,999
Sundries	54,704	59,294
Support costs	60,912	33,268
Total	187,880	136,561

8. Charitable activities costs

	Direct Costs (£) (See note 9)	Support Costs (£) (See note 10)	Totals
Therapy provision	205,731	135,759	341,490
Governance costs	-	42,679	42,679
Therapy support	47,667	-	47,667
Total	253,398	178,438	431,836

9. Direct costs of charitable activities

	2022 (£)	2021 (£)
Staff costs	212,068	155,064
Sundries	35,132	12,979
Depreciation	6,198	1,749
Total	253,398	169,792



10. Support costs	Management (£)	Finance (£)	Information technology (£)
Raising donations and legacies	14,773	7,744	11,732
Therapy provision	14,678	8,069	14,449
Governance costs	19,570	6,850	1,185
Total	49,021	22,663	27,366

	Human resources (£)	Other (£)	Governance costs (£)	Totals (£)
Raising donations and legacies	806	25,857	-	60,912
Therapy provision	831	97,732	-	135,759
Governance costs	1,085	12,064	1,925	42,679
Total	2,722	135,653	1,925	239,350

11. Net income/(expenditure)

Net income/(expenditure) is stated after charging/(crediting):	2022 (£)	2021 (£)
Depreciation - owned assets	11,027	4,532
Hire of plant and machinery	5,151	5,604
Other operating leases	31,973	30,541
Deficit on disposal of fixed assets	-	141

12. Trustees' remuneration and benefits

There were no trustees' remuneration or other benefits for the year ended 31 March 2022 nor for the year ended 31 March 2021.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2022 nor for the year ended 31 March 2021.

13. Staff costs	2022 (£)	2021 (£)
Wages and salaries	323,995	232,681
Social security costs	27,388	15,235
Other pension costs	16,746	17,023
Total	368,129	264,939

The average monthly number of employees during the year was as follows:	2022 (£)	2021 (£)
Therapy & Therapy Support	9	7
Fundraising & Marketing	3	2
Finance & Administration	2	2
Management	1	1
Total	15	12

No employees received emoluments in excess of £60,000. Pension costs are allocated to activities in proportion to the related staffing costs incurred and are wholly charged to unrestricted funds.

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2021: nil) neither were they reimbursed expenses during the year (2021: nil) No charity trustee received payment for professional or other services supplied to the charity (2021: nil).

The key management personnel of the Charity comprise the trustees and the Managing Director. The total employee benefits of the key management personnel of the Charity were £42,000 (2021: £38,780).



14. Comparatives for the statement of financial activities

Income and endowments from	Unrestricted funds (£)	Designated (£)	Restricted funds (£)	Total Funds (£)
Donations and legacies	312,619	-	172,803	485,422
Charitable activities				
Therapy provision	106,666	-	-	106,666
Other trading activities	8,971	-	-	8,971
Investment income	96	-	-	96
Other income	18,256	-	-	18,256
Total	446,608	-	172,803	619,411
Expenditure on				
Raising funds	105,237	21,139	10,185	136,561
Charitable activities				
Therapy provision	122,978	11,159	115,420	249,557
Governance costs	4,428	1,138	27,799	33,365
Total	232,643	33,436	153,404	419,483
Net income/(expenditure)	213,965	(33,436)	19,399	199,928
Transfers between funds	(143,756)	143,756	-	-
Net movement in funds	70,209	110,320	19,399	199,928
Reconciliation of funds				
Total funds brought forward	208,433	49,680	41,884	299,997
Total funds carried forward	278,642	160,000	61,283	499,925

15. Fixed assets

	Improvements to property (£)	Plant and machinery (£)	Fixtures and fittings (£)	Computer equipment (£)	Totals (£)
Cost					
At 1 April 2021	8,600	17,269	9,767	32,806	68,442
Additions	25,416	6,258	6,613	2,163	40,450
Disposals	(8,600)	-	-	(2,468)	(11,068)
At 31 March 2022	25,416	23,527	16,380	32,501	97,824
Depreciation					
At 1 April 2021	8,600	5,037	6,117	24,977	44,731
Charge for year	4,078	2,120	1,499	3,330	11,027
Eliminated on disposal	(8,600)	-	-	(2,468)	(11,068)
At 31 March 2022	4,078	7,157	7,616	25,839	44,690
Net book value					
At 31 March 2022	21,338	16,370	8,764	6,662	53,134
At 31 March 2021	-	12,232	3,650	7,829	23,711

16. Debtors: amounts falling due within one year	2022 (£)	2021 (£)
Trade debtors	101,104	22,364
Other debtors	32,733	32,733
Total	133,837	55,097

17. Creditors: amounts falling due within one year	2022 (£)	2021 (£)
Trade creditors	8,621	4,831
Social security and other taxes	7,798	6,784
Other creditors	28,237	806
Accruals and deferred income	157,940	49,664
Accrued expenses	10,274	1,871
Total	212,870	63,956

18. Movement in funds

	At 1.4.21 (£)	Net movement in funds (£)	Transfer between funds (£)	At 31.3.22 (£)
Unrestricted funds				
General fund	278,642	59,589	(54,322)	283,909
Monitoring & Evaluation	16,000	(11,925)	-	4,075
Training new therapist	2,024	(17,824)	15,800	-
Marketing & Communication	27,130	(12,650)	(3,190)	11,290
Staff training	12,000	(7,327)	-	4,673
Relocate therapy suite	25,000	(24,653)	-	347
Fundraising strategy & programme	10,500	(14,685)	10,190	6,005
Other matters	1,910	(237)	(1,234)	439
Exit costs	55,436	-	17,756	73,192
Update & migration of donor record system	10,000	(9,271)	-	729
Brand Research & Update	-	(8,045)	15,000	6,955
Total	438,642	(47,028)	-	391,614
Restricted funds				
BBC Children In Need	3,217	1,274	-	4,491
Garfield Weston Foundation	16,250	(15,000)	-	1,250
Others	41,082	(7,962)	-	33,120
Jemima Layzell Trust	734	4,321	-	5,055
Total	61,283	(17,367)	-	43,916
Total funds	499,925	(64,395)	-	435,530

Net movement in funds, included in the above are as follows:	Incoming resources (£)	Resources expended (£)	Movement in funds (£)
Unrestricted funds			
General fund	456,726	(397,137)	59,589
Monitoring & Evaluation	-	(11,925)	(11,925)
Training new therapist	-	(17,824)	(17,824)
Marketing & Communication	-	(12,650)	(12,650)
Staff training	-	(7,327)	(7,327)

Net movement in funds (continued)	Incoming resources (£)	Resources expended (£)	Movement in funds (£)
Unrestricted funds			
Relocate therapy suite	-	(24,653)	(24,653)
Fundraising strategy & programme	-	(14,685)	(14,685)
Other matters	-	(237)	(237)
Update & migration of donor record system	-	(9,271)	(9,271)
Brand Research & Update	-	(8,045)	(8,045)
Total	456,726	(503,754)	(47,028)
Restricted funds			
BBC Children In Need	33,325	(32,051)	1,274
Garfield Weston Foundation	-	(15,000)	(15,000)
Others	55,450	(63,412)	(7,962)
Jemima Layzell Trust	9,820	(5,499)	4,321
Total	98,595	(115,962)	(17,367)
Total funds	555,321	(619,716)	(64,395)



Comparatives for movement in funds

Unrestricted funds	At 1.4.20 (£)	Net movement in funds (£)	Transfer between funds (£)	At 31.3.21 (£)
General fund	208,433	213,965	(143,756)	278,642
Monitoring & Evaluation	-	-	16,000	16,000
Training new therapist	-	(5,976)	8,000	2,024
Marketing & Communication	-	(5,570)	32,700	27,130
Staff training	-	-	12,000	12,000
Relocate therapy suite	-	-	25,000	25,000
Fundraising strategy & programme	-	(15,000)	25,500	10,500
Other matters	-	(6,890)	8,800	1,910
Exit costs	49,680	-	5,756	55,436
Update & migration of donor record system	-	-	10,000	10,000
Total	258,113	180,529	-	438,642



Restricted funds				
BBC Children In Need	1	3,216	-	3,217
Garfield Weston Foundation	31,250	(15,000)	-	16,250
St John's Foundation	8,557	(8,557)	-	-
Others	2,076	39,006	-	41,082
Jemima Layzell Trust	-	734	-	734
Total	41,884	19,399	-	61,283
Total funds	299,997	199,928	-	499,925

Comparative net movement in funds, included in the above are as follows:

Unrestricted funds	Incoming resources (£)	Resources expended (£)	Movement in funds (£)
General fund	446,608	(232,643)	213,965
Training new therapist	-	(5,976)	(5,976)
Marketing & Communication	-	(5,570)	(5,570)
Fundraising strategy & programme	-	(15,000)	(15,000)
Other matters	-	(6,890)	(6,890)
Total	446,608	(266,079)	180,529
Restricted funds			
BBC Children In Need	36,413	(33,197)	3,216
Garfield Weston Foundation	-	(15,000)	(15,000)
St John's Foundation	-	(8,557)	(8,557)
Others	105,227	(66,221)	39,006
CAF Resilience Fund	24,998	(24,998)	-
Jemima Layzell Trust	6,165	(5,431)	734
Total	172,803	(153,404)	19,399
Total funds	619,411	(419,483)	199,928

19. Related party disclosures

There were no related party transactions for the year ended 31 March 2022.



> It's really helped me understand myself and that being neuro-diverse is not a disability, it's actually really cool.

Structure, governance, management

and administration details

Structure, governance and management

Constitution

bibic is a registered charity with the Charity Commission in England and Wales (charity number 1057635) and was incorporated as a private company limited by guarantee (company number 03217418) on 3 June 1996. The charity is governed by a Memorandum and Articles of Association and has no share capital.

Principle object of the charity

bibic was established to reduce need and hardship among children and adults with learning difficulties and/or physical disabilities and to provide support and assistance to their families.

Governance

The Directors of the company, unless otherwise stated, are the Trustees of the registered charity. All Trustees named within this report served throughout the year and until the date this report had been signed, unless otherwise stated. The charity is organised so that the Trustees meet collectively 6 times per year to direct the management of its affairs. Strategy days and sub-committee meetings are also held periodically. On the occasion that there may be the need, the Board may hold interim meetings or increase the frequency of Board meetings to discuss/address key issues.

The Board is responsible for confirming the appointment of a new Trustee following a clear recruitment and selection policy and procedure. When recruiting new Trustees, the charity aims to attract a diverse range of candidates who have different skills. We value the benefits of having members with different backgrounds, expertise and experiences. Trustees are recruited through external advertisement and are subject to reference checks before starting with the charity.

The term of office is three years after which period a Trustee must seek re-appointment by the Board if they wish to continue. The usual maximum is three terms of office, unless the Board feel there is good reason to extend. New Trustees are offered a programme of induction which includes provision of a range of key documents, a tour of the National Centre, meeting with key members of staff and observing an assessment.

Current trustees bring a breadth of specific skills, knowledge and experience including financial management, marketing and communications, education, law, paediatric healthcare, corporate operations, mental health and Autism Spectrum Disorder. Three of our six Trustees have personal lived experience and a fourth has professional experience of working with the community we support, providing leadership with insight. At year end, the Board intended to recruit more trustees to fill current vacancies and a desire to expand to eight members, we aim for at least one new Trustee to have lived experience.

Trustees are volunteers and receive no remuneration or benefits from the charity. Out-of-pocket expenses may be claimed on request.

Organisational structure: management and employees

The board delegates responsibility for the management of the charity to the Managing Director, Pip Buckley, who oversees all operational and strategic matters. Therapy services are provided under the direction of Chesley Oxley, Therapy Manager. Fundraising and marketing is driven by Jennie Jagger, Head of Fundraising and Marketing. The finance function is overseen by Philip Cullum, Finance Manager.

bibic embraces diversity, recognising this brings different perspectives, ideas and knowledge, and that difference brings strength, supports staff well-being and engagement and helps the charity make better decisions so we can deliver our charitable aims successfully. Our aim is to create a culture which attracts diverse staff, values each person's differences and encourages individuals to maximise their potential.

bibic is committed to the principle of equal opportunities in employment and recognises its obligations under the Equality Act 2010. The charity is an accredited Living Wage Employer and a Disability Confident Committed Employer. Health and safety are given due attention and employees are provided with appropriate training in accordance with the charity's policies.

Senior management remuneration

Senior staff pay is externally benchmarked, set/reviewed by the Trustees and linked to an internal performance appraisal system. No employees had employee benefits in excess of £60,000 (2021: nil). Pension costs are allocated to activities in proportion to the related staffing costs incurred and are wholly charged to unrestricted funds. The charity trustees were not paid or received any other benefits from employment with the charity in the year (2021: nil) neither were they reimbursed expenses during the year (2021: nil). No charity trustee received payment for professional or other services supplied to the charity (2021: nil). The key management personnel of the Charity comprise the trustees and the Managing Director. The total employee benefits of the key management personnel of the Charity were £42,000 (2021: £38,780)

Relationships and memberships

To support robust decision making and enable bibic to maximise outcomes for the community we support, the charity or its Managing Director are members of a number of self-regulatory and support organisations. These include the Chartered Institute of Fundraising, Fundraising Regulator, NCVO, ACEVO, ILM and Somerset Chamber of Commerce.

The charity places great importance on collaborative relationships with a vast range of other organisations (e.g., Ups and Downs Southwest, Autizma, Brainwave, Headway, local parent forums) and professionals (e.g., social services, GPs, paediatricians, teachers, speech and language therapists, youth offending team, behavioural optometrists). These relationships help raise awareness of key issues affecting mutual communities, share learning and enable families to access wider support and information.

Our fundraising standards

bibic is registered with the Fundraising Regulator and is committed to the Code of Fundraising Practice. We make sure our fundraising team are kept up to date with legislation and best practice and they support people fundraising in the community to uphold these same standards. In the last year we did not receive any complaints about our fundraising and marketing activities. In the situation that a complaint is received, we aim to review and resolve the situation in line with bibic's complaints policies, escalating to external regulators if required.

FUNDRAISING REGULATOR

Trustees statement
from the Chair of Trustees

by **Laura Voyle**

The Trustees (who are also Directors of bibic for the purposes of company law) are responsible for preparing the Trustees' Annual Report (including the strategic report) and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP 2015 (FRS 102);
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on an going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

In so far as each of the Trustees of the charity at the date of approval of this report is aware, there is no relevant audit information (information needed by the charity's auditor in connection with preparing the audit report) of which the charitable company's examiner is unaware. Each Trustee has taken all of the steps that they should have taken as a Trustee to make themselves aware of any relevant audit information and to establish that the charitable company's examiner is aware of that information.

This Trustees' Annual Report, incorporating the strategic report, was approved by the board of Trustees on 26 September 2022 and signed on its behalf:



Laura Voyle,
Chair of the Trustees

Reference and administration

Charity Number 1057635

Company Number 3217418

Registered Office bibic
Old Kelways, Somerton Road
Langport, Somerset TA10 9SJ

Directors and Trustees	Appointed	Resigned	Role
Laura Voyle	10 Jun 2016		Chair from 21 Sep 2020
Mark Campbell	28 Oct 2010	30 Sep 2021	Treasurer
Emily Brett	15 Sep 2015	23 May 2022	
Amit Bali	29 Nov 2017		Vice Chair
Justin Singleton-Campbell	21 Aug 2019	25 July 2022	
Louise Ravenscroft	26 July 2021		Treasurer from 30 Sep 2021
Ross Henley	26 July 2021		

Senior Management Team

Managing Director	Philippa Buckley	
Head of Fundraising and Marketing	Jennie Jagger	Appointed 24 Jan 2022
Therapy Manager	Chelsey Oxley	
Finance Manager	Philip Cullum	

Independent Examiner

Dick Maule FCA
The Cross House, South Woodchester,
Gloucestershire GL5 5EL

Fundraising Consultant

Karen Edgington

Bankers

Barclays Bank Plc, 1 Church Place, London E14 5HP
CAF Bank Ltd, 25 Kings Hill Avenue, West Malling, Kent M19 4JU
Natwest Plc, 8 York Buildings, Cornhill, Bridgwater, Somerset TA6 3BU



Painting by Nathan, aged 12: Nathan creates unique artwork using spray paint and objects such as plants, wood and paper to create a unique effect.

bibic

Transforming lives through developmental therapy

Designed by Amperative

01458 253344
info@bibic.org.uk
bibic.org.uk

Registered charity no. 1057635
Registered company no. 03217418

Old Kelways, Somerton Road,
Langport, Somerset, TA10 9SJ

BIBIC

England & Wales - Charity number 1057635

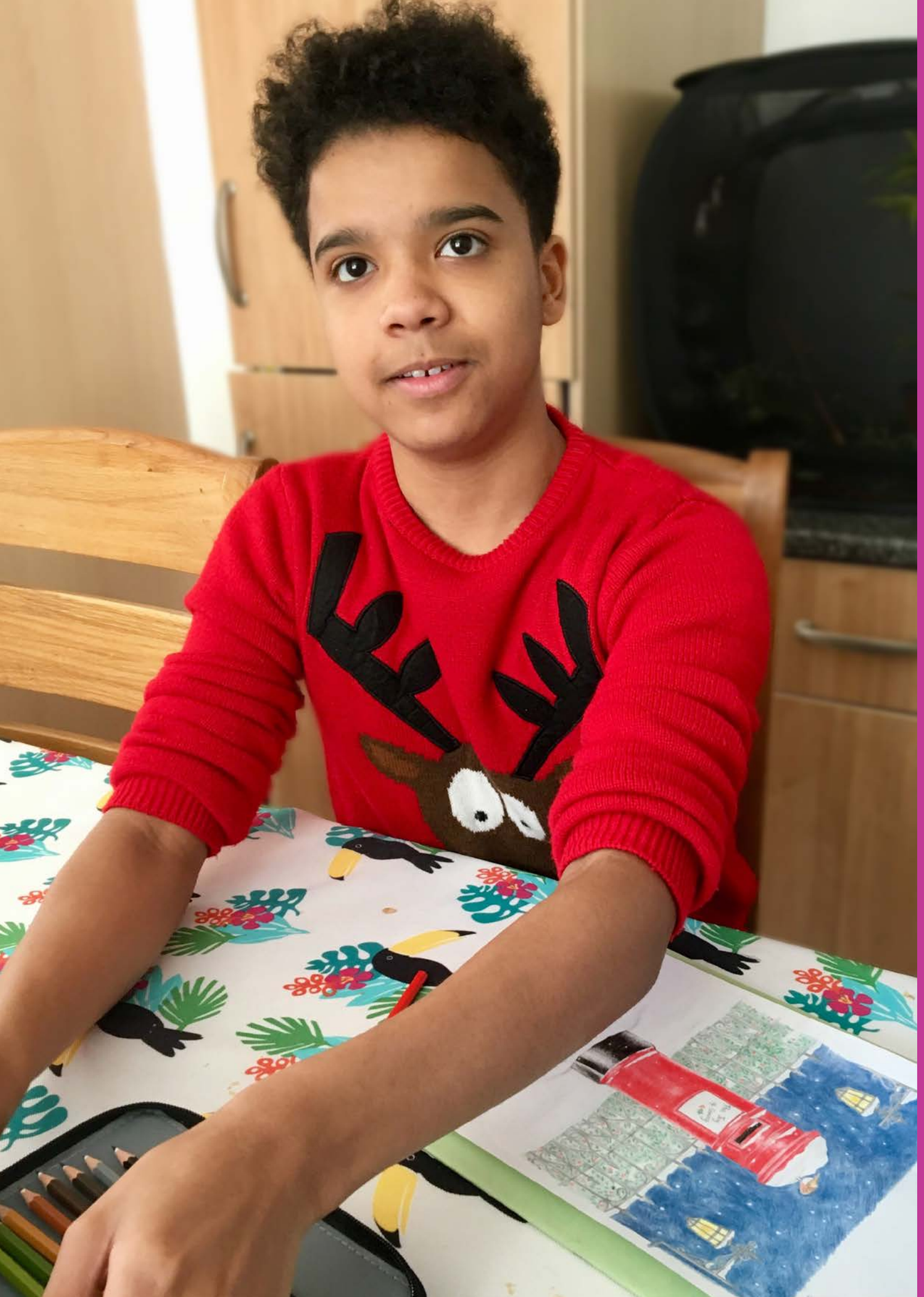
Accounts



bibic
changing lives

Annual report and financial statements

For the year ended 31 March 2021



Contents

Trustees' report 4
(incorporating the strategic report)

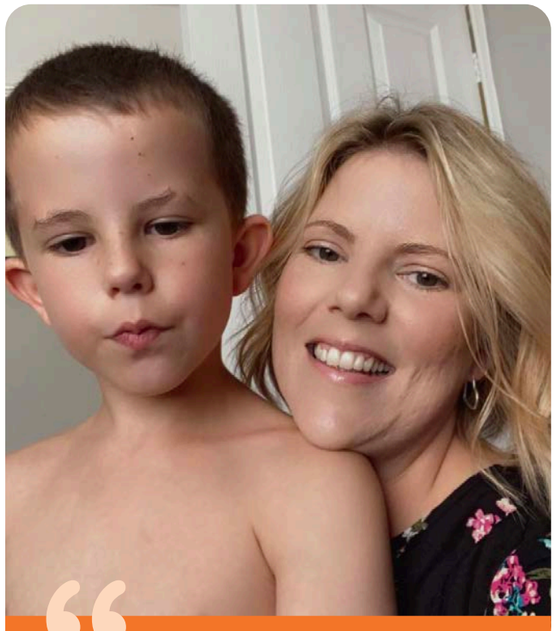
Financial statements 33
Independent examiner's report 34
Statement of financial activities 35
Balance sheet 36
Cash flow statement 38
Notes to the financial statements 40

Structure, governance and management 54

Reference and administration 58

Foreword

by Tanya and Freddie



I find it really hard to put in to words how life changing bibic has been for me and Freddie, because it really is my lifeline.

When I think back to how we both were when we made our first visit, it is a very scary memory. It felt like that he had been given his diagnoses of Autism and we were just left to get on with it. There was no light at the end of the tunnel, with no hope or support being offered.

What I was certain about was that I was not just going to just let him exist. I wanted more for him and, selfishly, more for me. I had another child to look after and didn't want to be just a carer, I had already given up work and my friends were disappearing. Our world was becoming more isolating by the day.

bibic helped me to understand why Freddie was demonstrating certain behaviours, they helped me to see it through his eyes. Autism does not come with a manual and you have to learn how to best support your child to encourage progress. The bibic therapists are my teachers- that's how I explain it to people when they ask why I come. We come every year because my teachers need to help me learn the new skills I need to teach Freddie based on his current development. His yearly assessments are essential in supporting him in the best way we can. Knowing that, if we hit a rocky road, I can pick up the phone and someone will always be there to offer support is a lifeline.

Because of Freddie's progress we can now leave the house, we can take him shopping, we can attend family gatherings. But bigger than those important things is that he can now communicate. When we came to bibic he was non-verbal. He can now communicate in so many ways which has now provided him with a voice. A very loud voice! But a clear voice where he can express his wants and needs. And he now sleeps! Oh my gosh this was the biggest and most important thing for us as a family, everyone gets a full night sleep which ultimately improves Freddie's mood.

> *bibic helped me to understand why Freddie was demonstrating certain behaviours, they helped me to see it through his eyes.*

I could go on and on about how bibic has changed our lives because no words will ever describe the impact well enough. bibic gave us a life, it gave us opportunities, gave us hope and, apart from me, they were the only other people that could see Freddie had more to offer.

Thank you to each and every person and organisation who have stepped up to support bibic during this difficult year. It is thanks to you that the therapists could keep working their magic.

Tanya and Freddie



Welcome from the Chair of Trustees

by Laura Voyle

To say that this has been an unprecedented year is an understatement.

There were obviously huge challenges for every part of society, but the impact of COVID-19 and the associated lockdowns, restrictions, changes in routine, lack of support from grandparents and family and the closure of wider services has been particularly profound for children and young people with additional needs.

This is why bibic's work has never been more urgent, nor important.

We have helped over 200 children, plus their parents/carers and siblings, in the last year. This is a huge achievement considering the impact of the pandemic on our ways of working, ability to fundraise and the need to limit the numbers at our National Centre. Thanks to the dedication of the Managing Director and therapy team, we have been able to continue to provide life-changing support for those who need it the most, when they needed it the most.

The majority of our services have been adapted and, due to the innovative and proactive response from the team, bibic was able to start offering digital services a mere ten days after the first lockdown was announced. This has continued successfully through the year and, for the first time in our history, almost half (47%) of all services were delivered digitally. This makes us more resilient and provides greater potential to help more families across the country.

Fundraising income thankfully held strong, thanks to the generosity of trusts and foundations, incredible gifts through wills, kindness from individual donors and wider COVID-19 grants. Our 2020 Christmas Appeal was our most successful in recent years, showing people are always willing to help and, perhaps, even more so when times are toughest. To everyone who donated over the last year, thank you.

I would also like to take this opportunity to thank the dedicated team at bibic. They are small in number but more than make up for that with their hard work, compassion and total commitment to the children and families we help. The year had an impact on every single person's life and circumstances, but the team stepped up and delivered. This is testament to every individual, as well as their cohesion as a team. They know what we do matters and not a day could be wasted.

I would also thank the amazing volunteers who gave their time and skills for free. This includes the members of the Board, so I also pay tribute to my fellow Trustees who started weekly calls when the pandemic first hit and are still meeting more regularly than usual, giving their time while juggling their own workload, families and lives.

What unites our Board, funders, staff, volunteers and supporters is the knowledge of the difference that bibic makes. Our therapy helps improve cognition, communication, motor skills and speech and language. But the impact is far greater. The team's support also helps reduce anxiety, depression, self-harm, aggression and suicidal thoughts in children, young people and their families. It contributes to reducing school exclusion and improving educational attainment. It helps improve social integration and family cohesion. It is not an overstatement to say this charity changes lives.

As we near bibic's 50th anniversary in 2022, we work with renewed energy and hope, but also do it without a trace of complacency. The year ahead will continue to be challenging. We expect the fundraising environment to be hard and our waiting list has grown exponentially. We know how much bibic is needed by some of the most vulnerable in society and, thanks to the kindness and compassion of all our supporters, we will continue to help change the lives of more children and young people.



Laura Voyle
Chair of Trustees

Message from the Managing Director

by Pip Buckley



There's no denying it, it's been a challenging year. Children with additional needs and their families have faced intensified difficulties during the pandemic.

Our waiting list rocketed from 10 weeks in March 2020 to 25 weeks by March 2021. That was more than six months that children and young people need to wait for support to understand themselves better and have strategies to help. Six months that families are living in crisis, facing the fear and uncertainty about their child's future. At the time of writing, this has further increased to 38 weeks.

But alongside such need for our support we, like so many charities, faced an unprecedented challenge to raise money during the pandemic. Our very small fundraising team, facing the almost total collapse of public fundraising, grabbed every opportunity to raise money. We rely on your donations, without you bibic would not exist. I'm relieved and heartened that we ended the year financially secure, with new funders by our side and loyal donors stepping up to get us through.

Our therapy team have done our families proud- they showed such determination and kept going with endless energy. They changed everything, almost overnight, to adapt how they work so our services could be delivered digitally. This wasn't an easy task- so much of what they do is working directly with the child or young person, picking up on the subtleties that you can only notice when you are with someone.

However, digital assessments proved just as effective for the vast majority of children and young people. We are continuing with a blend of digital and in-person services and intend to do so into the future- we hope this will enable us to reach many more families who live further afield and find travel to our National Centre in Somerset challenging.

What matters most to us at bibic is that we tackle the disadvantage facing children and young people with disabilities and additional needs, so we can help them reach their full potential. We know that matters to you too and that's why you support us.

Without you, bibic couldn't continue to do what we do. I know we are accountable to you, you keep the charity running. So this report aims to give you an honest and full overview of what you've helped us to achieve, what's gone less well and what we've learned along the way. We've included an abundance of words from bibic children and families so you can hear directly from them how your support has made a difference.

As we move closer to our 50th year, there is still so much to do. Demand for our support is unwavering high and we know our waiting list will keep increasing. We are under no illusions that fundraising will continue to be challenging in the year ahead, yet we also need to grow income as we recruit more therapists to support these families and reduce the time they need to wait.

I hope this report encourages you to stand by our side as we rise to these challenges. We will continue to work as creatively, effectively and efficiently as we can to maximise our support for the children and young people who need us.



Pip Buckley
Managing Director

Who we are

and how we make a difference



Our purpose

Children and young people with disabilities and additional needs are often excluded from society because there is a lack of understanding about their needs and how to meet them.

At bibic, we passionately believe that every child deserves to reach their full potential, contribute in their community and live happy lives.

Increasingly we see children and young people with less understood, hidden health or behavioural needs as well as profound disabilities or special educational needs. With or without a diagnosis, we're here to help children and young people overcome their challenges. Our holistic therapy is as individual as each and every child.

We support the whole family, not just the child. We know they can experience intense stress, isolation and exhaustion. We stand by their side to help them understand their child's needs, empowering them with strategies to support their child's daily life and long-term development.

Our support is often described by parents and carers as "life changing". With many families living in crisis, desperate for answers, we know we have much to do.

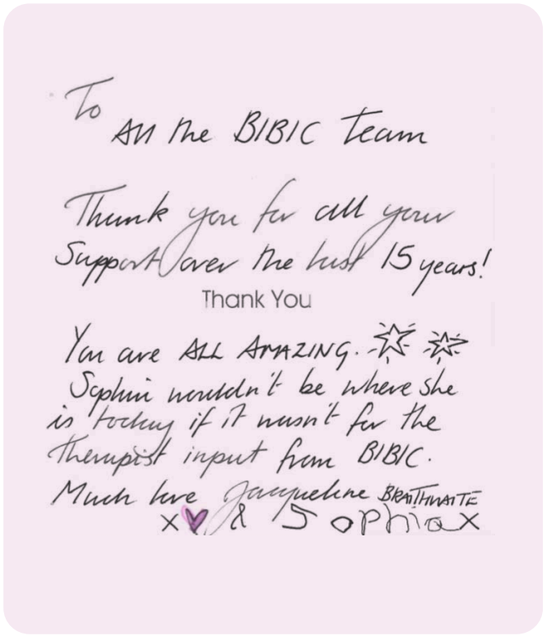
Public benefit statement

The Trustees confirm that they have paid due regard to the Charity Commission's general guidance on public benefit under the Charities Act 2011. In particular, they consider how planned activities will contribute to the aims and objectives of the charity and are satisfied that all activities continue to be related to its purpose as set out in the governing document. The charity exists to benefit children and young people with a wide range of additional needs and disabilities and their families.

The information contained in this report gives clear examples of how our work brings public benefit by helping children and young people reach their full potential, contribute to society and live happy lives. Our public benefit is best understood through the words of the families themselves, like Freddie's mum Tanya who contributed the foreword for this Annual Report and through the kind and heartfelt feedback sent to our therapy team, like this one from Sophia's mum, Jacqueline:



At bibic, we passionately believe that every child deserves to reach their full potential, contribute in their community and live happy lives.



What we do

bibic are the only UK organisation providing individualised, holistic therapy; a blend of sensory, cognitive, emotional, developmental and physical exercises that support a child or young person's person's specific needs. They often have multiple diagnoses or difficulties, one concealing another or symptoms overlapping, requiring specialist and comprehensive therapy. Our "whole person" approach delivers accelerated, effective outcomes.

Our Core Service: Full assessment, therapy programme and support package

Day 1

On day one of the assessment, our therapist works closely with the child or young person to carry out a wide range of tests, screeners, exercises and observations. They listen carefully to the family's concerns, to get a good understanding of their challenges and needs.

They create an individualised developmental therapy programme that supports the child's specific needs.

We look at the *whole* person. This plan includes a blend of sensory, cognitive, behavioural, emotional, developmental and physical exercises as well as strategies to help at school, at home and when out and about.

Day 2

On day two, we empower parents/carers to become the therapists by explaining the therapy plan, training and support them to deliver it at home.

A detailed report helps parents and carers access further support, e.g. in the NHS, local authority or at school.

6 Months

We stay in close contact with the family for at least six months, providing ongoing support with regular calls and whenever they need to lean on us.

We evaluate the child/young person's progress at three and six months, introducing new therapies and strategies regularly to keep pace with their development.

Ongoing

After six months, they are invited back for a reassessment and further support if needed. We often continue supporting children, young people and their families for many years.

We are the only UK organisation to provide such holistic support for children and young people with disabilities and additional needs

30%

of the children and young people we support have no diagnosis

80%

of bibic's work is delivering this full assessment package

bibic's detailed reports help families access additional support from schools, local authorities, the NHS and other organisations.

Every full assessment package costs around **£2,085**.

The family is asked to contribute **£600** and bibic fundraise the remaining **£1,485**.

We have a special fund to help cover the family contribution for low income families, keeping true to our founding vision of never turning away a child or young person who needs our support.

We were thrilled this year that the Bristol office of Irwin Mitchell LLP solicitors donated £5,000 to top up this fund - what a wonderful bunch!

> ***We are struggling as a family to know how to deal with our situation. Some of our son's difficulties are having a very negative affect on our lives and can be very upsetting. But we now know how to help him and how to help him grow into the wonderful human he can be."***

Our other services

We also deliver a range of other therapeutic services that are often packaged together to provide bespoke and flexible support for a child's specific needs. As with our core service, many are now available digitally, with the exception of the dyslexia and Irlen Syndrome screeners and Johansen Individualised Auditory Stimulation.

Short assessments

We offer short assessments, each lasting around three hours, to look at a specific issue. Therapists will listen carefully to the parents and child and carry out relevant screeners and observations. They will provide individualised strategies and a report for the family.

- Behaviour
- Wellbeing
- Developmental for children under 5
- Sensory processing

Additional support

Parents, or the young person themselves, can book regular or ad hoc **video consultations** with a therapist to discuss specific issues in more depth.

Our **post diagnosis support sessions** provide specific strategies for children and young people who have been given a diagnosis.

Our **Support and Advice Line (SAL**) provides immediate telephone, text and email support for parents, carers, guardians and teachers of a child or young person. Whether it is for advice with day to day concerns, handling meltdowns, questions about our therapies and signposting other support.

Screeners

Our therapists carry out screening tests for Autism Spectrum Disorder, Attention Deficit Hyperactivity Disorder, Dyspraxia, Dyslexia and Sensory Processing Disorder. Our detailed reports can be instrumental in helping families get a diagnosis.

We also conduct specialist Irlen Syndrome screeners to assess visual perceptual processing which can affect a child's ability to read or write and cause light sensitivity, fatigue, headaches as well as difficulties with depth perception, behaviour and gross motor skills.

Johansen Individualised Auditory Stimulation (JIAS)

A 6-18 month programme which involves listening to specifically composed synthesised music that is proven to stimulate the neural pathways of the brain that deal with language and auditory information. Many children see improvements in memory, listening, concentration, language comprehension and self-esteem.

Training seminars

Our training seminars help increase understanding of the needs of children and young people with disabilities and additional needs and how best to meet them. These sessions bring together both parents and professionals, covering topics such as managing extreme behaviour, sensory processing, developing independence, working memory and processing. We also provide bespoke training for organisations such as schools and prisons

bibic therapists often join parents for meetings in school to help them access support for their child and help teaching staff understand how they can best meet the child's needs to enable them to develop. Our school observations for specific children have been paused during the last year and we look forward to these returning as restrictions ease.



Language and communication test

80% **of children we support have problems at school**

> *My son was hanging on to his place in a main stream school by the skin of his teeth. Without our bibic assessment and your incredible support he would most definitely been excluded and we would have really struggled to reintroduce him into the schooling system.*



Who we support

bibic support children and young people (aged 6 months to 25 years) with a vast range of disabilities and additional needs. In 2020/21 this included over 50 different diagnoses or suspected diagnoses, including acquired brain injury, Autism Spectrum Disorder, Global Development Delay, Cerebral Palsy, Down's Syndrome, Attention Deficit Hyperactivity Disorder, Sensory Processing Disorder.

Their needs are often complex, with symptoms or difficulties overlapping. Some have profound neurological difficulties, while others have less severe issues that affect daily life. We increasingly see high-functioning children with less understood, hidden health needs such as behavioural, sensory, developmental, communication or mental health difficulties.

Many parents cannot get their concerns heard and come to us desperate for help for their child. They describe intense family stress, exhaustion, social isolation, sibling neglect, parental separation. Our holistic approach extends to our support the whole family, not just the child. Their wellbeing is at the heart of our approach.

This year we helped a total of 884 people

213 children and young people

388 parents and carers

283 siblings

Nearly half of the children we support come to us without a diagnosis

"The stress we experience is taking its toll on our mental and physical health. My marriage is under constant strain. My children's learning at school and their enjoyment and participation in life is limited. We are isolated, anxious and unhappy with one child self harming regularly.

Cream tea

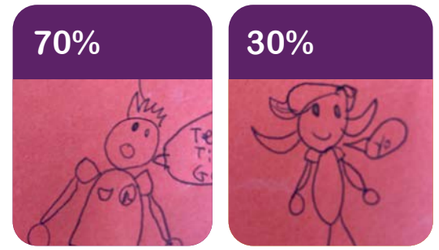
Langport Connect networking group chose bibic as their charity of the year and raised **£500** from a socially distanced cream tea in the gardens of Hurds Hill Country House. As soon as we could meet up and fundraise again, funny how the tastiest fundraising ideas came back first!



"When we came to bibic my child was self harming and suicidal. Without the assessments and therapy plan from bibic my child would have attempted suicide again. The bibic assessments have provided the most significant support we have received in five years - in stark contrast to Education and NHS.

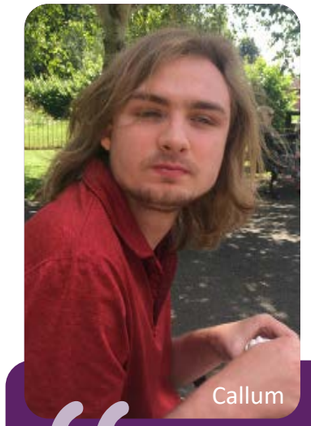
70% of the children and young people we support are male and 30% are female

Girls tend to present in wide ranging and subtle ways, particularly for Autism Spectrum Disorder. They tend to mask behaviours and have better social integration skills. Early intervention is important and we work with healthcare and education professionals to help improve early identification.



We support families right across the UK

78% live in South West England. There are clusters living in London, Hampshire, Manchester, West Midlands, Hampshire, Kent and South Wales.


Callum



Our son Callum has Autism. He was struggling with life, especially anxiety. bibic's full assessment was two of the most valuable days we could could have wished for. The therapist skilfully led him through many assessments, making them enjoyable and accessible for Callum. We were given a greater understanding of where he needed our help and his strengths. The detailed reports were incredibly useful. Using the therapeutic tools we were given has helped him enormously and now, as a strapping 21 year old, he is doing great. He continues to develop new skills, becoming increasingly independent. He has a real zest for life.

I donate every month through bibic's Sponsor a UK Child and regularly raise money. My yoga students are always keen to help and lockdown gave us a perfect opportunity to take a class outside. We raised £405 and Callum even joined in! bibic is a wonderful charity that gives so many families hope for the future. We will be forever grateful.

- Elaine Davis

Activities delivered this year

Enquiries have always been consistently high, but this year saw a 71% increase with 691 families getting in touch to discuss our support.

71%

404 families in 2019/20 → **691** families in 2021



Our full assessment, therapeutic and ongoing support programme represents around 80% of what we do.

We delivered 193 full assessments this year- 73 were face to face, 73 were digital and 47 were face to face on day one, with day two provided digitally.

With our National Centre closed from March 2020 to July 2020 and new digital services only appropriate for around half of children/young people due to their diagnosis or difficulties, we delivered less assessments than planned during the first half of the year. However, we fast tracked families who were booked in for later in the year if digital services suited their child.

The waiting list for a full assessment had increased to 25 weeks at year end (10 weeks in March 2020) and our Trustees began to look at ways to speed up access for support.

38 children and young people were helped through our other services. These include our screeners, consultations as well as our shorter assessments focused on wellbeing, behavioural, developmental and sensory needs that were introduced to provide more flexible, immediate support and intervention during the pandemic.

38 children and young people benefitted from the powerful intervention provided by Johansen Individualised Auditory Stimulation and 7 were able to benefit from our Irlen Syndrome assessment.

All face to face training seminars were cancelled due to the pandemic. After concentrating on adapting our therapeutic services, we were then able to develop online training and delivered four seminars and two bespoke training events during the second half of the year.

"It's the first time someone has sat and explained to me about my daughter and what affects her learning in a way that makes sense. It's really useful to have actual evidence of where she needs help. There have been very many suggestions made over the years but not linked to her directly. At last, I now have a route map to help her."

For the first time

47%

of all services delivered during the year were digital



Thank you to Louise Butcher and her friends and family who held a swimming relay challenge for bibic. They swam for 12 hours solid and their sponsors splashed out

£4,572!

How we make a difference

Our children and young people experience wide ranging difficulties, thus outcomes are diverse. They include:

- reduced anxiety, depression, obsessive compulsions, hyperactivity, self-harm, aggression and suicidal thoughts;
- improved self-esteem, confidence, self-awareness and independence;
- reduced school exclusion and refusal;
- improved cognitive, comprehension andcommunication skills;
- increased concentration, engagement, attainment at school;
- improved gross and fine motor skills, movement coordination, physical strength and speech and language;
- improved functional behaviours that affect sleep, eating and toileting;
- greater ability to form and maintain social relationships;
- improved social and community acceptance and integration;
- enhanced family cohesion;
- improved access to support from local authorities, NHS and schools through bibic's reports and liaison.

Over the last 49 years, our therapists have supported more than

20,000

children and young people and their families

Within six months of an assessment:

71%

71% of parents and carers felt that their child's challenging behaviours had improved.

92%

Quality of life and happiness were improved for 92% of children and young people.

88%

88% of children were more engaged and happier at school.

85%

The home environment was less stressful for 85% of families.

97%

97% of children and young people showed progress against at least one of their developmental goals.

90%

90% of parents and carers felt more confident in meeting their children's needs.

80%

The bibic report helped 80% of families access support from the NHS or school.

"Every act of kindness has meant that our therapy team could continue to be there for every single family this year

- Chelsey Oxley, Therapy Manager



COVID-19

As the impact of the pandemic unfolded in March 2020, bibic were unable to support families in our usual way with our National Centre closed and outreach halted. Other statutory or charitable support was paused or reduced. Families were immediately left with little or no support, for an unknown length of time.

We moved quickly to ensure we could continue to support families as well as address the escalating and specific problems their children were experiencing. Within just ten days, our therapy team had adapted the vast majority of our services to video call, including our complex two day full assessment.

"I feel desperate. This is all having serious consequences for children like ours; more meltdowns and unbearable anxiety, hurting themselves and us, suicidal thoughts and depression."

Our therapists quickly became more concerned. Parents shared heartbreaking stories about how their children were experiencing more self-harm, aggression, severe meltdowns or obsessive compulsions and many areas of development were regressing. Changes in routine (lack of school, parents working from home/juggling work schedules) led to feelings of being unsafe, anxiety and frustration.

Restrictions prevented children from their usual coping strategies and physical exercise that helps regulate senses, feelings and behaviours. This is particularly difficult for low income families with no outside space.

Parents described their own stress. Many already doubted their ability to manage their child's behaviour and meet their needs. That feeling had escalated. Their mental health was suffering, yet they were unable to lean on friends and family for support or respite in the same way. They already felt socially isolated because of their child's difficulties and now they felt on the brink of not coping at all.

> *Remote working with three children at home, one with behavioural challenges, was intensely stressful. George had more meltdowns and aggression, harming his siblings. The digital assessment was desperately needed. Chelsey even sent lots of videos showing how to carry out each part of our therapy plan.*



Brendan's story

Nine year old Brendan has Attention Deficit Hyperactivity Disorder, developmental and processing delays, working and auditory memory difficulties and hyper mobility. He suffers tremors due to anxiety, sudden outbursts of verbal and physical anger towards others and bites his own arm when he feels unable to cope.

> *We were near crisis point when we came to bibic in February 2020. We were given a better understanding of his world, his needs. We were finally able to help our son! Within just one month, he became noticeably calmer, happier and more in control.*
>
> *Then COVID hit and the world, as he knew it, disappeared. No school, no routine, no family support, no swimming, no free running, no respite. His difficulties dramatically increased, his development regressed and his self esteem dropped.*
>
> *He was totally overwhelmed when he returned to school. He didn't cope with the changes and was having major meltdowns at home, bashing and breaking things, which we now understand is a response to sensory overload.*
>
> *The only reason we got through was because of his therapies and strategies and bibic's continual support. They gave us tools to survive - and those tools were adapted as it became harder, the longer the situation has gone on.*
>
> **-Brendan's Mum**





Additional services for COVID-19

We listened carefully and added additional services to provide more immediate support. These included short consultations on managing sensory needs, managing anxiety and coping with change, as well as shorter assessments for sensory processing, wellbeing, behaviour and under 5's development to provide targeted therapeutic strategies. Our team met frequently on Zoom to make sure that we were keeping up the same level of communication and supporting each other's wellbeing.

Around half of families booked in for a full assessment chose to delay until they could come back to the National Centre because their child's difficulties meant that they could not engage on video call. With these families in crisis, we were relieved when we could reopen in July 2020. Digital services remained vital, with both face to face and digital services delivered as restrictions changed. Local families and children/young people with the most complex or urgent needs were prioritised for assessments at the National Centre.

In December 2020, 1/5 of children with special educational needs and disabilities were not in school or on part-time, irregular timetables. For some, this is because their needs cannot be met within new rules. For others it may be because additional support they rely on was reduced or removed, or due to anxiety or school refusal.

Initial evaluations show digital assessments can allow therapists to observe more natural behaviours, particularly for children who are stressed or anxious in unfamiliar environments. This may mean assessments become more effective, allowing for more impactful therapeutic intervention.

However, there are limitations. 12% of digital assessments were not as successful due to the inability to conduct specific tests; a child's difficulties hindering their ability to engage effectively; a lack of access to resources that would help regulate sensory needs; or behaviours that were too subtle to identify.

The pandemic accelerated plans to introduce digital services and we intend to develop them to increase accessibility for families who live greater distances from the National Centre or for those for whom the challenge of travelling with their child, or costs of travel/accommodation, are prohibitive. Digital services have also opened up the possibility of developing flexible packages of wider support and intervention that can meet a child's specific needs.

> *While it has been incredibly sad to see the impact on children and families, I have never felt so valued as I am able to really help and even more able to make a difference.*
>
> **- Jessica**, Therapist

> *I am so glad bibic found a way to continue assessments and help us. Using Zoom, they saw Rosie as herself, in her comfort zone. I am so relieved to have a way forward at last.*
>
> **- Rosie's Mum**

> *One 14 year old who suffers anxiety as part of her diagnosis has managed just five school days due to a debilitating fear of COVID… and a 10 year old cannot concentrate and is exhibiting oppositional defiance in school because new rules restrict sensory strategies like fiddle toys.*
>
> **- Claire, Therapist**

Our goals

and the people that helped us meet them



Progress against strategic objectives

Following a strategic review, in September 2020 the Trustees agreed a new business plan with three strategic goals:

Goal 1 Support more families

Priority actions

- Review and implement efficiencies in delivery of therapy.
- Simplify services portfolio to deliver clear and bespoke offers to families.
- Achieve external service accreditation.
- Develop digital training offer.

Achievements

- Reintroduced assistant therapist role to free up therapist time to deliver more assessments and key working.
- Improved efficiency of therapist training: new staff now on rota within 6 months (from 8 months).
- Conducted family consultation and plans towards recruitment of two additional therapists.
- Adapted the majority of services to digital offering within ten days of National Centre closure.
- Developed marketing plan which included free digital therapy content.

What we didn't achieve and lessons learned

- All schools observations and outreach in the home/pop up clinics was paused.
- Digital services evaluation helped us understand where face to face assessments will be more appropriate.
- Training seminars paused while focused on core service delivery, trial of online training was less attractive than in-person seminars attracting fewer numbers when usually sold out.

By 2023, we still need to...

- Carefully monitor demand and fundraising performance, with a view to assessing feasibility of further therapist recruitment.
- Develop and further improve marketing of digital services.
- Develop new ongoing support service after 6 month key working sessions are complete.
- Build relationships with medical and educational professionals and offer free consultations to their users.
- Build direct service for young people alongside support for parents and carers.
- Project to develop and enhance our monitoring and evaluation processes.
- Develop collaborative partnerships with key organisations/professionals to support accreditation.
- Further develop information resource through digital content on website and social media to extend reach.

Goal 2 Grow sustainable income

Priority actions

- Diversify fundraising and build sustainable income.
- Review commissioned and commercial income opportunities.
- Develop marketing and communications plan.

Achievements

- Short term fundraising plan developed by an external fundraising consultant, which increased resilience during the pandemic.
- Began discussions with two Clinical Commissioning Groups local to our National Centre.
- Significantly increased income from trusts and foundations, including COVID-19 grants.

What we didn't achieve and lessons learned

- The organisational structure is in need of review to provide better support for strategic leadership through middle management.
- Generation of therapy income through training seminars and work with schools, prisons and the NHS was impacted by COVID-19.

By 2023, we still need to...

- Translate fundraising plan into long-term, sustainable income growth to meet increased therapy cost commitment.
- Further develop relationships with more Clinical Commissioning Groups, statutory agencies and charities.
- Review potential to deliver school enrichment days.
- Review trading opportunities to develop commercial income.
- Recruit a marketing and communications officer to deliver the agreed plan to support fundraising/therapy, including digital therapeutic content.
- Conduct a review of the charity's brand to improve understanding of what we do and our impact.



Goal 3 Maximise value of resources

Priority actions

- Develop leadership and senior expertise.
- Review estate resource effectiveness.
- Establish collaborative partnerships with like-minded organisations and charities.

Achievements

- Therapy team's swift and effective adaptation of services meant that loss of income derived from charitable activities was minimised during pandemic.
- Began review of estate requirements and assessment of options for move leading to a decision to remain on site but expand our therapy suite.
- Defined operational and strategic responsibilities within fundraising and therapy teams to maximise effective strategic leadership.
- Several formal collaborations developed with Ups and Downs South West, Headway, Brainwave, Bridging the Gap and other local parent forums.

What we didn't achieve and lessons learned

- The structure of bibic was in need of review to support strategic leadership and direction and to create a middle management team.

By 2023, we still need to...

- Review skills and diversity of trustee board and recruit additional members to ensure the voice of the service-user is incorporated into decision making.
- Consider how collaborative partnerships can enhance effectiveness for mutual beneficiaries.



How we measure success

Our current key statistical measurement of effectiveness is Goal Attainment Scaling (GAS). GAS is a recognised national, standardised therapeutic method to monitor and measure progress when a child or young person is making small but significant developmental steps. It allows for statistical analysis of a group of people despite each having individual goals. GAS goals are set at the first assessment and formally reviewed 6 months later to determine the therapy's effectiveness. During regular key working support all changes are discussed and monitored.

This approach allows for the evaluation of improvements in broad, multi-faceted and complex outcomes. These may include language comprehension, fine and gross motor skills, memory and auditory processing, social interaction and engagement, cognitive development, positive behaviours, non-verbal reasoning, visual communication, expressive language, academic engagement, independence and emotional health.

We also evaluate feedback from parents and carers, the child or young person and professionals (e.g. school teachers, social workers). This allows us to gain real depth of understanding about the impact of our work on the lives of everyone in the family unit plus also the wider community, most notably in schools. Of particular importance are improvements in family stress.

Moving forward, we plan to further strengthen our monitoring and evaluation and more information is included later in this report.



Sensory play

A special thank you to our volunteers

We cannot express how grateful we are for the time, energy and expertise given by every single volunteer. It is testament to the passion and dedication of our staff team that they regularly volunteer in their spare time. During 2020/21, 79 volunteers gave their time to support bibic in many different ways.

Whether by helping therapists during assessments, supporting music therapy, helping with the all important admin, taking photographs, picking up collection tins or organising fundraising activities- every person contributes something special and they are a vital part of the bibic family.

Whilst COVID-19 reduced the opportunities to volunteer at our National Centre or help with public fundraising activities, we look forward to welcoming these volunteers back as restrictions ease. The value of the contribution of volunteers is not reflected in our financial reports.



We would also like to say thank you to the families who allow us to share their story with our supporters. This very special gift makes a huge difference in helping bibic to let our supporters know how vital their donation is in transforming a child's life. Their story helps us reach more children, young people and their families who may desperately need support.

Fundraising

Thank you...

...to those we have mentioned and so many others.

bibic works hard to raise money to provide our expert therapeutic intervention and to make sure that no family who needs us is ever turned away. Income from fundraising helps ensure we can keep our family contribution as small as possible (currently 28.8% of the cost of a full assessment and therapeutic support) as well as provide fee waivers to low income families.

It would be fair to say that fundraising has been challenging through different chapters of our 49 year story and the first year of the COVID-19 pandemic could easily have been a very difficult chapter for our small charity. We are relieved that fundraising performance during the year remained sound. This has largely been due to heartfelt gifts through legacies, the loyal support of individuals and significant growth in grants from trusts and foundations.

Together we have raised over £494k

We became involved with bibic over forty years ago when a friend's son received therapy at bibic. We saw first-hand the difference the charity makes to children and their families when they need help the most.

We have continued to be inspired by bibic and have supported them ever since through awareness raising and fundraising. Now more than ever, the life-changing services they provide are vital.

- Tony and Jane Brett



£39k

was raised through our 2020 Christmas Appeal - more than any other bibic appeal in recent years demonstrating the kindness and generosity of the UK community in times of crisis.

Over £67k

received from people who chose to remember bibic in their will.

Over £14k

raised by businesses who have donated funds or whose staff have raised money.

Over £285k

received from grant-making organisations through their COVID-19 response funds or to fund our assessments and ongoing support for families.

Over £20k

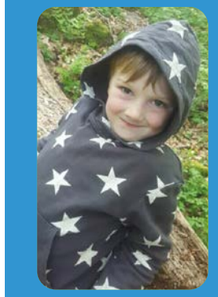
raised through the activities of our community supporters.

Our special thanks to each and every funder, including BBC Children in Need, Garfield Weston Foundation, CAF Resilience Fund, The National Lottery Community Fund, Eveson Charitable Trust and Somerset Community Foundation.

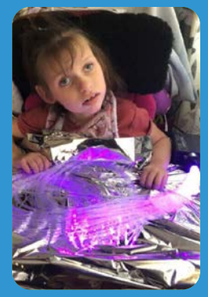
Our huge thanks go to two families who agreed for their children to be added to our very special Sponsor a UK Child programme. Eva and Gryff joined Mia and Freddie in this regular giving programme.

More than £33k

was raised this year from kind donors who give us a monthly gift.



Gryff



Mia



Eva



Freddie

The most impressive lockdown fundraiser of the year!

Five year old Zayne did a sponsored backflip challenge on his trampoline and completed a whopping 150 backflips! He said he wanted to raise money for bibic so we could “help children like me faster”. Well done Zayne, you’ve blown us all away with your talent and kindness - and raised £345 in the process!





The support before, during and after his assessment was absolutely gold standard. I couldn’t have possibly dreamt of anything better, especially since that period of time was one of the hardest of our lives. We had felt so alone before going to bibic for help.

Zayne got diagnosed with autism in August 2020. We had suspected this would be the case, but the support from bibic helped us be able to help him with his individual needs before he even had a diagnosis. I feel like we were able to support him, without having to wait for that much needed help, because bibic worked with us and worked with Zayne’s specific needs when we desperately needed that guidance.

“Life for Zayne now is so much better, more fulfilled and he is so much happier now. We know how to help and what steps to take if anything is too much for him, or he feels overwhelmed. We also found out what he really loves, and what helps his sensory needs at the same time, which is trampolining, flipping, scootering, bike riding, dog walking, etc. He spends most of his life outdoors come rain or shine, and he is such a happy little boy. He is doing much better at school socially, but has ear defenders if he needs them and a chair that he can take sensory breaks on (doing push-ups or any other movement break type activity).

Without bibic we would’ve definitely struggled on for a very long time. Not knowing where to go, or who to turn to. I am so grateful for the help we were given so quickly, and for Zayne’s assessment as a whole – it really helped us to understand what he needed and put things in place that really help him.

- Zayne’s Mum

Financial Review

risk and future plans



Financial performance

In March 2020, the impact of the COVID-19 pandemic was first felt by our small charity with the cancellation of a number of fundraising events and activities. Therapy income was also immediately affected with the closure of the National Centre and, despite the agility and innovation of the therapy team in adapting the majority of our services to a digital platform, we were concerned that therapy income would be negatively affected. c.50% of assessments were delayed if the child/young person's difficulties meant they could not engage effectively on video call and all school observations, outreach in the home/pop-up clinics and training seminars were cancelled.

It is testament to the dedication and skill of the therapy team that income from therapy services has remained sound, despite the inevitable reduced total delivery during part of the year. To mitigate the initial fall in income and service capacity caused by the pandemic, the charity negotiated a two month rent holiday and took advantage of the Job Retention Scheme for two therapists and one fundraiser until the National Centre was able to reopen for face to face services in July 2021, albeit at reduced capacity of the numbers of families on site due to COVID-19 measures. The furlough income (£18k) is included in 'other income' within the accounts.

The effect of the pandemic on voluntary income continued throughout 2020/21 and, whilst our community, corporate and events income remains behind previous levels, we finished the year feeling very grateful that income from trusts and foundations, individual giving and legacies was strong. Included within the COVID-19 response grants received is £79k from the Government's COVID-19 funding through The National Lottery Community Fund and £25k from the CAF Resilience Fund.

The year end position is a much healthier picture than might have been expected at the start of the year in the midst of the first lockdown. The sound financial position is testament to the Managing Director's strong leadership, the therapy team's dedication and agility, the resilience of our core team, the sheer energy of our two fundraisers and the additional expertise of a fundraising consultant.

However, we are acutely aware that the stronger income streams are highly unlikely to remain at the same level in 2021/22 and we need to strengthen our small fundraising team to increase the diversity and sustainability of voluntary income to improve our financial resilience going forward. Our prime focus is to ensure that service capacity can not only be maintained, but expand, to meet the increased demand from families needing our unique therapeutic intervention and ongoing support.

Total income for the year
£619k
2019/20 £528k

Income from donations (including COVID-19 response grants) and legacies
£485k
2019/20 £391k

Income from charitable activities (therapy related income)
£107k
2019/20 £128k

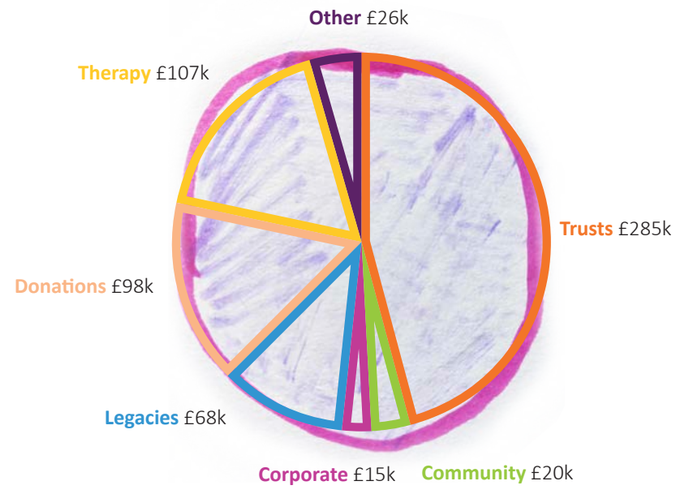
Other income
£26k
2019/20 £8k

Total expenditure
£419k
2019/20
£433k

Operational surplus
£200k
2019/20
£95k

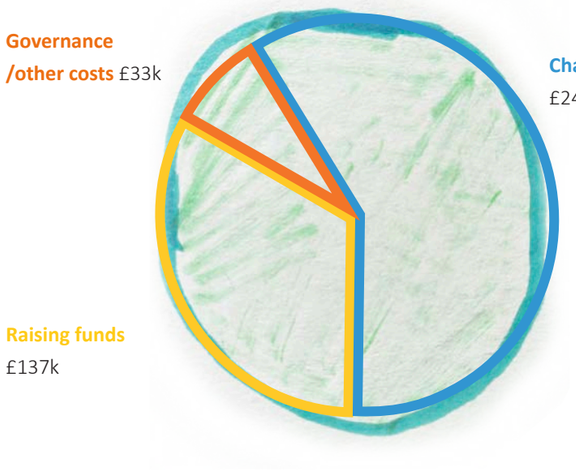
Where our income came from





Total £619k

How we spent the money



Total £419k



The Trustees aim to increase the proportion of spend on charitable activities by improving fundraising performance, including return on investment of fundraising activities, supported by enhanced marketing and communications.

The surplus of £200k has strengthened the free reserves position to now fall within the desired policy range (see page 27) and enabled the Trustees to designate funds towards projects outlined on pages 31-32.

Reserves

The Trustees maintain unrestricted funds to reduce dependency on any of the charity's income streams, particularly fundraised income which is subject to fluctuation. The charity is committed to the children and families who receive support for a minimum of six months, but often many years. The Trustees therefore feel it is important to maintain free reserves at a level which ensures continuity of bibic's unique service and to fund projects that improve services.

The reserves policy has had a rigorous review within the year. It has been developed on the basis of the inherent level of risk within our business model. This model delivers high committed costs/low flexible costs, alongside a blend of unpredictable fundraised income and sustainable therapy income. The Trustees review the policy annually; taking into consideration the principle risks faced by the charity and their mitigations together with likely projected income and expenditure. As a result of this work, the Trustees considered that it was necessary to update the reserves policy and maintain a target range of free reserves of between six and eight months of annual budgeted operating costs, which represents £273k to £363k.

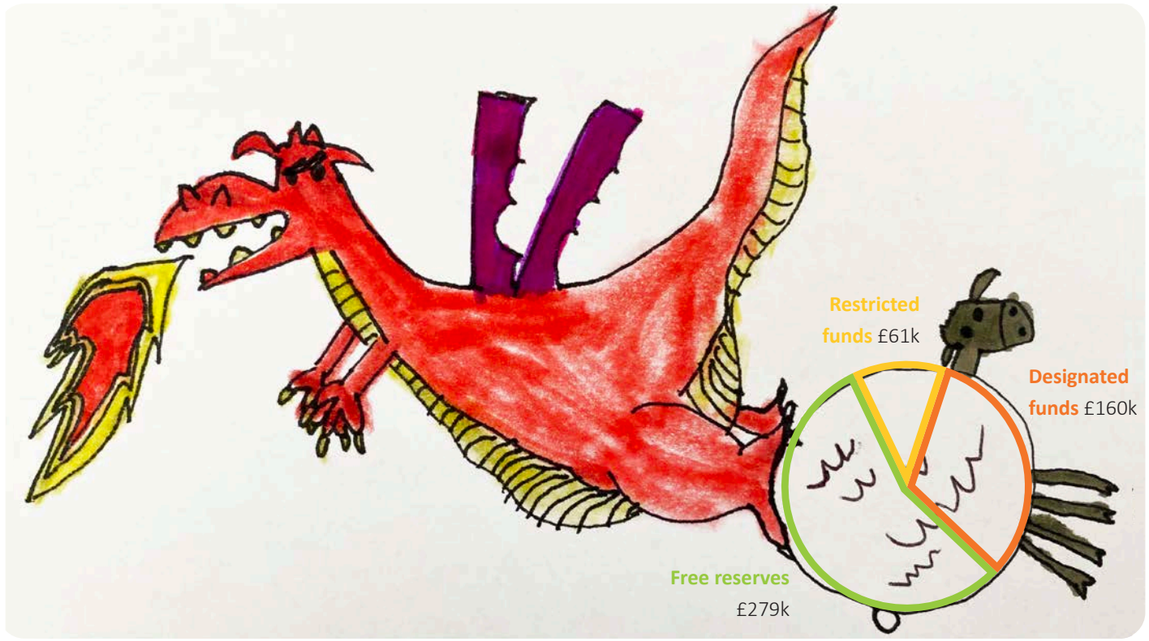
At 31 March 2021, total funds held amounted to £500k (2020: £300k). Of these, restricted funds were £61k (2020: £42k) and designated funds were £160k (2020: £50k).

The charity's free reserves were £279k (£208k at 31 March 2020).

Free reserves comprise the total funds available to the charity, less those reserves whose uses are restricted or designated for specific purposes.

Restricted funds are those that must be spent in accordance with the donor's specific instructions or which have been raised by the charity for a specific purpose. Some information about restricted funds is at note 18 in the financial statements. Each restricted gift has a timescale for spend, usually within 12 months. The charity operates a detailed restricted funds register to track and report spend against each gift.

Designated funds are unrestricted funds that have been put aside by the Trustees for planned activities. Designations for potential exit costs amount to £55k. Designations for planned activities amount to £105k and include staff training, monitoring and evaluation project, fundraising strategy, marketing and communications activity, moving of therapy premises & consequent dilapidations costs, and update of fundraising database. With the exception of exit costs, it is the Trustees intention that these are spent within the next 12-36 months as appropriate for the planned activity.



With the £200k operational surplus in 2020/21, the Trustees are satisfied that free reserves are within the new target range. This has largely been achieved due to increased income achieved through COVID-19 grants and legacy income, however this level of grants income is unlikely to be sustained. The charity is facing a continued period of uncertainty and the aim of many of the designated projects is to improve efficiency and performance so as to provide enhanced service and facilities to the children, young people and their families. Free reserves are in place to protect the charity and will be used to cushion the effect of the expected fall in fundraised income in the short to medium term so as to ensure the continuity of services.

The Trustees will continue to consider the balance of risk and thus the level of free reserves appropriate for the needs of the charity in light of forecasts and future requirements. The charity's position against the reserves policy is monitored by the senior management team and Trustees on a bi-monthly basis.

Safeguarding

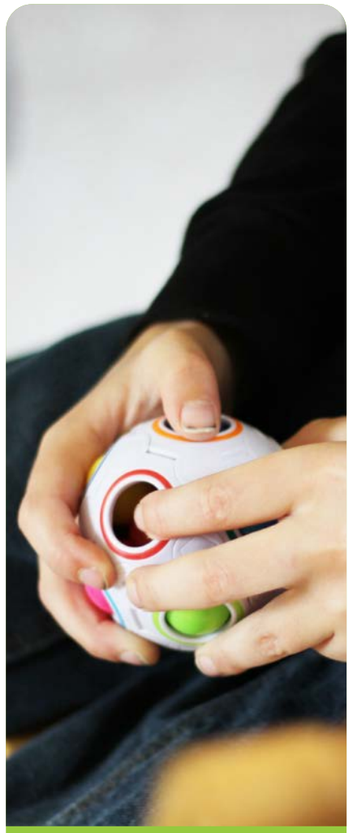
We see our safeguarding responsibility as an absolute priority. Our approach moves beyond just looking out for the children and young people we support; it extends to their families, our supporters and donors, our volunteers, our staff and everyone we come into contact with through our work.

Pip Buckley (Managing Director) is our safeguarding lead, supported by Chelsey Oxley (Therapy Manager) as deputy lead, both have completed full training. Chair of Trustees, Laura Voyle, provides safeguarding leadership at Board level.

The pandemic increased the risk of safeguarding concern for children and young people and their families. Family surveys showed that stress in the family home has increased. Children and young people's challenging or negative behaviours, that could cause harm to themselves or others, also increased. As we adapted to deliver digital services, we recognised that this presented new challenges on picking up on safeguarding concerns.

During the year, we:

- updated our safeguarding policies in January 2021;
- conducted a risk assessment at the start of the COVID-19 pandemic and swiftly updated and reinforced safeguarding measures with the whole team;
- delivered annual update training for all bibic staff;
- managed, reviewed and reported to Trustees five cases of concern within families, no cases of concern in other groups (e.g. donors, staff, volunteers)- no incidents reported to the Charity Commission or Police;
- provided additional support to 10 families (e.g. extra key working sessions, liaison with social workers) to prevent escalation to a level of concern.



We see our safeguarding responsibility as an absolute priority

Risk

The Trustees are responsible for regularly reviewing and assessing (and planning for the management of) risks and uncertainties that may have a significant impact on the charity's operations, thus beneficiaries. bibic operate a detailed risk register to review the strategic, operational and project related risks the charity may face; the likelihood/impact of those risks and the mitigation controls/plans in place in line with CC26 guidance issued by the Charity Commission.

The risk register is reviewed and assessed monthly by the Senior Management Team and quarterly by the Board. A full review is conducted annually by the Board. Significant new risks or those which have increased in likelihood/impact are promptly brought to the attention of the Board by the Managing Director. The charity encourages all employees to be actively engaged in risk identification and risk management activity. The Trustees consider that the principle risks and uncertainties are:

Nature of risk Inadequate diversity and sustainability in fundraising income leading to increased risk of unpredictable fundraising shortfall.

Controls/plans

- Development of fundraising team to increase skills/knowledge.
- Deliver a new fundraising plan focused on resilience, diversified income and sustainability (to include legacy marketing plan, prioritisation of multi-year grant applications, development of regular giving programme).
- Maintain up to date knowledge of fundraising and charity sector trends and best practice.

Further commentary

This risk has been further escalated during the COVID-19 pandemic and income during the year has become over-reliant on grants as public fundraising was severely affected. The Trustees recognise the next few years may be impacted by further economic challenges particularly affecting the investment income of funders and disposable income of donors.

Nature of risk Increased enquiries and waiting list delaying support for children and young people and their families.

Controls/plans

- Recruit two additional therapists to meet demand and reduce waiting times.
- Develop other services to supplement the full assessment package and provide more immediate, flexible and bespoke provision for families who do not need the full service.
- Carefully manage marketing of services.

Further commentary

The Trustees have further concerns over reputational damage if bibic services are not keeping up with demand for our support and intervention and the waiting list grows exponentially.

Nature of risk Staff sickness or family sickness affecting optimisation of service effectiveness and efficiency.

Controls/plans

- Proactively support staff wellbeing at work, including managing the rota to reduce impact of any stress/mental health related sickness.
- Ensure there is appropriate cover and rota sickness slots so that, in the event of no therapist cover, families can easily move to another date within a four week period.
- Manage a flexible cancellation list to enable rota to be filled at short notice in event of family sickness where possible.
- Robust COVID-19 procedures in place.

Further commentary

Staff sickness has been historically low, however COVID-19 has presented additional risk of significant disruption to service delivery should any staff or family member need to isolate.

Nature of risk Safeguarding issue resulting in harm to vulnerable child or adult.

Controls/plans

- All staff safeguarding trained, with updates every two years
- Lead, Deputy Lead and Trustee Lead for safeguarding and child protection in place.
- Safeguarding process and procedures are regularly reviewed and effectively implemented.
- Relationships in place with Social Care, NHS and other relevant services.

Further commentary

Trustees were aware during the year that lockdowns could escalate potential safeguarding concerns for some families. Therapists identified these families and delivered additional key working activity to help prevent potential cases of concern escalating.

Nature of risk Data breach

Controls/plans

- All staff GDPR trained to basic level.
- Data protection policy and procedures in place.

Further commentary

Trustees identified the need to conduct a full data protection review with an external expert and the need to train two DPO's in house.

Future plans

Expansion of the therapy team

The impact of the pandemic, together with an increase in bibic's profile and word of mouth recommendations, led to a substantial increase in enquiries and lengthened the waiting time for a full assessment from 10 weeks (March 2020) to 25 weeks (March 2021) and, at the time of writing, it has risen further to 38 weeks. There are 382 families on the waiting list for this core service alone.

The longer the wait, the higher the risks for the child and family, including school exclusion, parental separation, developmental regression or inhibition, self-harm or harm to others, suicidal thoughts or actions. We plan to bring two additional therapists into our team of five, to speed up access. This will enable bibic to deliver therapeutic intervention earlier, for a further 130 children and young people each year. We anticipate this would bring about an initial reduction in waiting time by 6-8 weeks as long as enquiries do not continue to gather pace.

Increase fundraising sustainability and diversity

Fundraising projections indicate income will not keep pace with this increased expenditure, particularly within the current pandemic and economic context. The short term fundraising strategy developed by an external fundraising consultant during 2020/21 will be extended in the most part, with continued relevance as we continue to move through the pandemic. We aim to reduce reliance on any one income stream, whilst simplifying/prioritising fundraising activity on areas which have the greatest growth opportunity or which could provide sustainable funding but are currently underdeveloped. We are fortunate to have loyal donors who have stood by bibic for many years, but know we need to increase our profile and gain support within new audiences to be able to grow our impact.

Deliver a new marketing strategy

With a very small team at bibic, having a strategic approach to marketing and communications has often been challenging. We plan to recruit a new marketing and communications officer to deliver a new strategy which aims to increase brand recognition, the understanding of our work and the difference we make; support fundraising income growth particularly through enhancing the donor experience with tailored communications and increase free access to therapeutic information through digital investment. Often families learn about bibic after they have exhausted other avenues of support. Crucially, this strategy will enable bibic to provide earlier intervention as we grow reach with potential beneficiaries.





Develop monitoring and evaluation

In the coming year we are working to strengthen our monitoring and evaluation systems so that we can capture more and better evidence of the difference we make to children, young people and their families. This will include measuring changes in wellbeing, independence, engagement with education, behaviour and family stress. This information will enable us to better focus our therapeutic services on what works so that the children and young people we support can live happy lives and achieve their full potential. This work will also enable us to further develop our family engagement processes to ensure we make decisions and shape services informed by their unique insight.

Our 50th anniversary

As we approach five decades of supporting more than 20,000 children and young people to overcome their challenges and achieve their full potential, we are planning a year of gratitude and stories. The "life changing" therapy and support has only been possible thanks to our supporters and we look forward to sharing stories about how their kindness and compassion has helped families living near them.

New therapy space

The expansion of the therapy team will require a bigger and more appropriate space for families within the National Centre. We have identified a new unit within our existing complex which will provide additional therapy rooms and additional facilities, but for the same cost as our current unit. One of the therapy rooms will be on the ground floor, with facilities that are more appropriate for younger children and those with more profound disabilities. We will have a larger family room, enhanced sensory room with more equipment, more privacy and soundproofing so children and young people can feel relaxed, be themselves without worry about our neighbours working in surrounding offices!

The life changing therapy and support has only been possible thanks to **our supporters**



Financial statements

Independent Examiner's Report

to the Trustees of bibic ('the Company')

I report to the charity Trustees on my examination of the accounts of the Company for the year ended 31 March 2021.

Responsibilities and basis of report

As the charity's Trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of FCA which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Dick Maule

Independent Examiner, FCA

9 September 2021

Statement of Financial Activities

(Incorporating an Income and Expenditure Account) for the Year Ended 31 March 2021

	Notes	Unrestricted funds £	Designated funds £	Restricted funds £	2021 Total funds £	2020 Total funds £
INCOME AND ENDOWMENTS FROM Donations and legacies	2	312,621	-	172,803	485,424	391,401
Charitable activities Therapy provision	5	106,666	-	-	106,666	127,946
Other trading activities	3	8,971	-	-	8,971	7,344
Investment income	4	96	-	-	96	281
Other income	6	18,256	-	-		700
TOTAL		446,610	-	172,803	619,413	527,672
EXPENDITURE ON Raising funds	7	105,239	21,139	10,185	136,563	120,327
Charitable activities Therapy provision	8	122,978	11,159	115,420	249,557	270,631
Other		4,428	1,138	27,799	33,365	41,976
TOTAL		232,645	33,436	153,404	419,485	432,934
NET INCOME/(EXPENDITURE)		213,965	(33,436)	19,399	199,928	94,738
Transfers between funds	18	(143,756)	143,756	-	-	-
Net movement in funds		70,209	110,320	19,399	199,928	94,738
RECONCILIATION OF FUNDS						
Total funds brought forward		208,433	49,680	41,884	299,997	205,259
TOTAL FUNDS CARRIED FORWARD		278,642	160,000	61,283	499,925	299,997

Balance Sheet

31 March 2021

	Notes	Unrestricted funds £	Designated funds £	Restricted funds £	2021 Total funds £	2020 Total funds £
FIXED ASSETS Tangible assets	15	23,711	-	-	23,711	19,088
CURRENT ASSETS						
Debtors	16	55,097	-	-	55,097	43,483
Prepayments and accrued income		15,857	-	-	15,857	13,110
Cash at bank		247,932	160,000	61,283	469,215	275,418
TOTAL		318,886	160,000	61,283	540,169	332,011
CREDITORS Amounts falling due within one year	17	(63,955)	-	-	(63,955)	(51,102)
NET CURRENT ASSETS		254,931	160,000	61,283	476,214	280,909
TOTAL ASSETS LESS CURRENT LIABILITIES		278,642	160,000	61,283	499,925	299,997
NET ASSETS		278,642	160,000	61,283	499,925	299,997
FUNDS Unrestricted funds:	18					
General fund					278,642	208,433
Monitoring & Evaluation					16,000	-
Training new therapist					2,024	-
Marketing & Communication					27,130	-
Staff training					12,000	-
Relocate therapy suite					25,000	-
Fundraising strategy & programme					10,500	-
Other matters					1,910	-
Exit costs					55,436	49,680
Update & migration of donor record system					10,000	-
					438,642	258,113
Restricted funds:					61,283	41,884
TOTAL FUNDS					499,925	299,997

The charitable company is entitled to exemption from audit under Section 479A of the Companies Act 2006 relating to subsidiary charitable companies for the year ended 31 March 2021.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2021 in accordance with Section 476 of the Companies Act 2006.

The Trustees acknowledge their responsibilities for

(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and

(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The financial statements were approved by the Board of Trustees and authorised for issue on 27 September 2021 and were signed on its behalf by:

Laura Voyle
Chair of Trustees



Observation

Cash Flow Statement

for the Year Ended 31 March 2021

	Notes	2021 £	2020 £
Cash flows from operating activities			
Cash generated from operations	1	202,997	85,198
Net cash provided by operating activities		202,997	85,198
Cash flows from investing activities			
Purchase of tangible fixed assets		(9,297)	-
Sale of tangible fixed assets		1	700
Interest received		96	281
Net cash (used in)/provided by investing activities		(9,200)	981
Change in cash and cash equivalents in the reporting period		193,797	86,179
Cash and cash equivalents at the beginning of the reporting period		275,418	189,239
Cash and cash equivalents at the end of the reporting period		469,215	275,418



Wide Range Intelligence Test (WRIT)

Notes to the Cash Flow Statement

for the Year Ended 31 March 2021

1. Reconciliation of net income to net cash flow from operating activities

	2021 £	2020 £
Net income for the reporting period (as per the Statement of Financial Activities)	199,928	94,738
Adjustments for:		
Depreciation charges	4,532	4,970
Loss/(profit) on disposal of fixed assets	141	(700)
Interest received	(96)	(281)
Increase in debtors	(14,361)	(2,798)
Increase/(decrease) in creditors	12,853	(10,731)
Net cash provided by operations	202,997	85,198

2. Analysis of changes in net funds

	At 1.4.20 £	Cash flow £	At 31.3.21 £
Cash at bank	275,418	193,797	469,215
Total	275,418	193,797	469,215

Notes to the Financial Statements

for the Year Ended 31 March 2021

1. Accounting Policies

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Income received by way of donations and gifts is included in full in the Statement of Financial Activities when receivable.

Income from grants, where entitlement is not conditional on the delivery of a specific performance by the charity, is recognised when the charity becomes unconditionally entitled to the grant.

Income from grants, where related to performance and specific deliverables, is accounted for as the charity earns the right to consideration by its performance.

Donated services and facilities are included at the value to the charity where this can be quantified.

The value of services provided by volunteers has not been included in these accounts.

Income from charitable activities is accounted for when earned.

Investment income is included when receivable.



Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Expenditure includes any VAT that cannot be fully recovered.

Costs of generating funds comprise the costs associated with attracting voluntary income and the costs of trading for fundraising purposes.

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.

Allocation and apportionment of costs

All costs are allocated between the expenditure categories of the SOFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Improvements to property	- in accordance with the property
Plant and machinery	- 10% on cost
Fixtures and fittings	- at varying rates on cost
Computer equipment	- 33% on cost



Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the Trustees.

Designated funds are unrestricted funds earmarked by the Finance Management Committee for particular purposes.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.



2. Donations and Legacies

	2021 £	2020 £
Donations & appeals	113,940	150,918
Gift aid	12,625	20,700
Legacies	67,695	30,082
Grants	285,187	189,071
Donated services and facilities	5,977	630
Total	485,424	391,401

Grants received, included in the above, are as follows:

Other grants	285,187	189,071

Included within the grants received during year ended 31 March 2021, are several grants awarded to bibic in response to the Covid-19 pandemic. In total, such grants exceed £130,000.

3. Other Trading Activities

	2021 £	2020 £
Fundraising events	8,001	6,448
Social lotteries	970	896
Total	8,971	7,344

4. Investment Income

	2021 £	2020 £
Deposit account interest	96	281

5. Income from Charitable Activities

		2021 £	2020 £
Therapy provision & training	**Activity:** Therapy provision	106,666	127,946

6. Other Income

	2021 £	2020 £
Gain on sale of tangible fixed assets	-	700
Exceptional items	18,256	-
Total	18,256	700

The exceptional item comprises funds received under the Coronavirus Job Retention Scheme, administered by HM Revenue & Customs, in respect of the furloughing of some staff for some months during Spring / Summer 2020 resulting from the Covid-19 pandemic.

7. Raising Funds

	2021 £	2020 £
Raising donations and legacies		
Staff costs	43,999	60,081
Sundries	59,296	16,921
Support costs	33,268	43,325
Total	136,563	120,327

Increase in sundry costs due to additional external consultancy support. This included the development of a marketing and communications strategy, the development of a fundraising strategy and support with its implementation



The Squeeze Machine supports proprioception

8. Charitable Activities Costs

	Direct costs (see note 9)	Support costs (see note 10)	Totals £
Therapy provision	169,792	79,765	249,557

9. Direct Costs of Charitable Activities

	2021 £	2020 £
Staff costs	155,064	156,935
Sundries	12,979	16,637
Depreciation	1,749	1,771
Total	169,792	175,343

10. Support Costs

	Raising donations and legacies	Other resources expended	Therapy provision	Totals £
Management	13,697	18,265	13,698	45,660
Finance	7,905	7,295	8,780	23,980
Information technology	2,346	938	8,444	11,728
Human Resources	112	149	112	373
Other	9,208	5,518	48,731	63,457
Governance costs	-	1,200	-	1,200
Totals	33,268	33,365	79,765	146,398

11. Net Income/(Expenditure)

	2021 £	2020 £
Net income/(expenditure) is stated after charging/(crediting):		
Depreciation- owned assets	4,532	4,970
Hire of plant and machinery	5,604	6,620
Other operating leases	30,541	34,636
Deficit/(surplus) on disposal of fixed assets	141	(700)

12. Trustees' Remuneration and Benefits

There were no Trustees' remuneration or other benefits for the year ended 31 March 2021 nor for the year ended 31 March 2020.

Trustees' expenses

There were no Trustees' expenses paid for the year ended 31 March 2021 nor for the year ended 31 March 2020.

13. Staff Costs

	2021 £	2020 £
Wages and salaries	232,681	261,708
Social security costs	15,235	18,702
Other pension costs	17,023	17,745
Total	264,939	298,155

The average monthly number of employees during the year was as follows:

	2021	2020
Therapy & therapy support	7	7
Fundraising	2	2
Finance & administration	2	2
Management	1	2
Total	12	13

No employees received emoluments in excess of £60,000.



14. Comparatives for the Statement of Financial Activities

	Unrestricted funds £	Designated funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM				
Donations and legacies	303,110	-	88,291	391,401
Charitable Activities				
Therapy provision	127,946	-	-	127,946
Other trading activities	7,344	-	-	7,344
Investment income	281	-	-	281
Other income	700	-	-	700
Total	439,381	-	88,291	527,672
EXPENDITURE ON				
Raising funds	120,327	-	-	120,327
Charitable Activities				
Therapy provision	206,935	-	63,696	270,631
Other	41,976	-	-	41,976
Total	369,238	-	63,696	432,934
NET INCOME	70,143	-	24,595	94,738
Transfers between funds	(49,680)	49,680	-	-
Net movement in funds	20,463	49,680	24,595	94,738
RECONCILIATION OF FUNDS				
Total funds brought forward	187,970	-	17,289	205,259
TOTAL FUNDS CARRIED FORWARD	208,433	49,680	41,884	299,997

15. Tangible Fixed Assets

	Improvements to Property £	Plant and Machinery £	Fixtures and Fittings £	Computer Equipment £	Totals £
COST					
At 1 April 2020	8,600	17,708	25,590	65,455	117,353
Additions	-	-	1,080	8,217	9,297
Disposals	-	(439)	(16,903)	(40,866)	(58,208)
At 31 March 2021	8,600	17,269	9,767	32,806	68,442
DEPRECIATION					
At 1 April 2020	8,600	3,589	22,103	63,973	98,265
Charge for year	-	1,749	913	1,870	4,532
Eliminated on disposal	-	(301)	(16,899)	(40,866)	(58,066)
At 31 March 2021	8,600	5,037	6,117	24,977	44,731
NET BOOK VALUE					
At 31 March 2021	-	12,232	3,650	7,829	23,711
At 31 March 2020	-	14,119	3,487	1,482	19,088



British Picture Vocabulary Scale (BPVS) to assess understanding of language with visual input

16. Debtors: Amounts Falling Due Within One Year

	2021 £	2020 £
Trade debtors	22,364	19,821
Other debtors	32,733	23,662
Total	55,097	43,483

17. Creditors: Amounts Falling Due Within One Year

	2021 £	2020 £
Trade creditors	4,830	5,065
Social security and other taxes	6,784	2,945
Other creditors	806	620
Accruals and deferred income	49,664	40,393
Accrued expenses	1,871	2,079
Total	63,955	51,102



Sensory play

18. Movement In Funds

	At 1.4.20 £	Net Movement in Funds £	Transfers Between Funds £	At 31.3.21 £
Unrestricted funds				
General fund	208,433	213,965	(143,756)	278,642
Monitoring & Evaluation	-	-	16,000	16,000
Training new therapist	-	(5,976)	8,000	2,024
Marketing & Communication	-	(5,570)	32,700	27,130
Staff training	-	-	12,000	12,000
Relocate therapy suite	-	-	25,000	25,000
Fundraising strategy & programme	-	(15,000)	25,500	10,500
Other matters	-	(6,890)	8,800	1,910
Exit costs	49,680	-	5,756	55,436
Update & migration of donor record system	-	-	10,000	10,000
Total	258,113	180,529	-	438,642
Restricted funds				
BBC Children In Need	1	3,216	-	3,217
Garfield Weston Foundation	31,250	(15,000)	-	16,250
St John's Foundation	8,557	(8,557)	-	-
Others	2,076	39,006	-	41,082
Jemima Layzell Trust	-	734	-	734
Total	41,884	19,399	-	61,283
TOTAL FUNDS	299,997	199,928	-	499,925

Net movement in funds, included in the above are as follows:

	Income £	Expenditure £	Movement in funds £
Unrestricted funds			
General fund	446,610	(232,645)	213,965
Training new therapist	-	(5,976)	(5,976)
Marketing & Communication	-	(5,570)	(5,570)
Fundraising strategy & programme	-	(15,000)	(15,000)
Other matters	-	(6,890)	(6,890)
Total	446,610	(266,081)	180,529
Restricted funds			
BBC Children In Need	36,413	(33,197)	3,216
Garfield Weston Foundation	-	(15,000)	(15,000)
St John's Foundation	-	(8,557)	(8,557)
Others	105,227	(66,221)	39,006
CAF Resilience Fund	24,998	(24,998)	-
Jemima Layzell Trust	6,165	(5,431)	734
Total	172,803	(153,404)	19,399
TOTAL FUNDS	619,413	(419,485)	199,928

Comparatives for movement in funds

	At 1.4.19 £	Net Movement in Funds £	Transfers Between Funds £	At 31.3.20 £
Unrestricted funds				
General fund	187,970	70,143	(49,680)	208,433
Exit costs	-	-	49,680	49,680
Total	187,970	70,143	-	258,113
Restricted funds				
BBC Children In Need	-	1	-	1
Garfield Weston Foundation	-	31,250	-	31,250
St John's Foundation	15,000	(6,443)	-	8,557
Others	2,289	(213)	-	2,076
Total	17,289	24,595	-	41,884
TOTAL FUNDS	205,259	94,738	-	299,997



Gilliam Aspergers Disorder Scale (GADS)

Comparative net movement in funds, included in the above are as follows:

	Income	Expenditure	Movement in funds
	£	£	£
Unrestricted funds			
General fund	439,381	(369,238)	70,143
Restricted funds			
BBC Children In Need	27,661	(27,660)	1
Garfield Weston Foundation	45,000	(13,750)	31,250
St John's Foundation	-	(6,443)	(6,443)
Others	15,630	(15,843)	(213)
Total	88,291	(63,696)	24,595
TOTAL FUNDS	527,672	(432,934)	94,738

19. RELATED PARTY DISCLOSURES

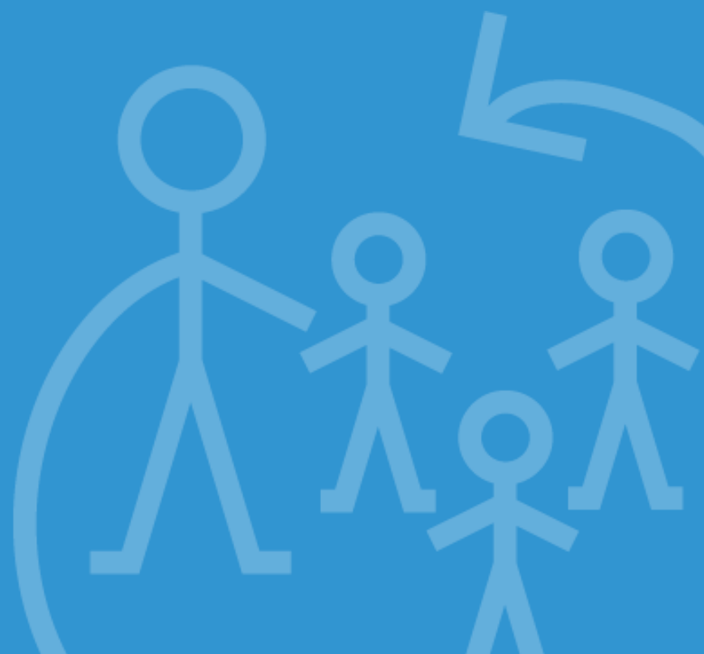
There were no related party transactions for the year ended 31 March 2021.



Johansen Individualised Auditory Stimulation

Structure, governance & management

and administration details



Structure, governance and management

Constitution

bibic is a registered charity with the Charity Commission in England and Wales (charity number 1057635) and was incorporated as a private company limited by guarantee (company number 03217418) on 3 June 1996. The charity is governed by a Memorandum and Articles of Association and has no share capital.

Principle object of the charity

bibic was established to reduce need and hardship among children and adults with learning difficulties and/or physical disabilities and to provide support and assistance to their families.

Governance

The Directors of the company, unless otherwise stated, are the Trustees of the registered charity. All Trustees named within this report served throughout the year and until the date this report has been signed, unless otherwise stated. The charity is organised so that the Trustees meet collectively 6 times per year to direct the management of its affairs. Strategy days and sub-committee meetings are also held periodically. During the initial stages of the pandemic the Trustees met weekly to dynamically assess risk and support the implementation of the digital services and emergency strategy between March 2020 and June 2020. This then reduced to monthly meetings, before returning to the usual bi-monthly meetings in January 2021.

The Board is responsible for confirming the appointment of a new Trustee following a clear recruitment and selection policy and procedure. When recruiting new Trustees, the charity aims to attract a diverse range of candidates who have different skills. We value the benefits of having members with different backgrounds, expertise and experiences. Trustees are recruited through external advertisement and are subject to reference checks before starting with the charity.

The term of office is three years after which period a Trustee must seek re-appointment by the Board if they wish to continue as a Trustee. The usual maximum is three terms of office, unless the Board feel there is good reason to extend. New Trustees are offered a programme of induction which includes provision of a range of key documents, a tour of the National Centre, meeting with key members of staff and observing an assessment.

Current Trustees bring a breadth of specific skills, knowledge and experience including financial management, marketing and communications, education, law, paediatric healthcare, corporate operations, mental health and Autism Spectrum Disorder. Three of our seven Trustees have lived experience, providing leadership with insight. It is the Board's intention to recruit three additional members in the coming year. Trustees are volunteers and receive no renumeration or benefits from the charity. Out-of-pocket expenses may be claimed.



Johansen Individualised Auditory Stimulation



Whizzy Dizzy supports hand-eye coordination, gross motor skills and vestibular input

Organisational structure: management and employees

The board delegates responsibility for the management of the charity to the Managing Director, Philippa Buckley, who oversees all operational and strategic matters. Therapy services are provided under the direction of Chelsey Oxley, Therapy Manager. The fundraising and marketing team was comprised of Andrew Hirst, Fundraising Manager and Tahnee Wade, Trusts and Foundations Fundraiser. The finance function is overseen by Philip Cullum, Finance Manager.

bibic embraces diversity, recognising this brings different perspectives, ideas and knowledge, and that difference brings strength, supports staff well-being and engagement and helps the charity make better decisions that enable us to deliver our charitable aims to the best of our ability. Our aim is to create a culture which attracts diverse staff, values each person's differences and encourages individuals to maximise their potential.

bibic is committed to the principle of equal opportunities in employment and recognises its obligations under the Equality Act 2010. The charity is an accredited Living Wage Employer and a Disability Confident Committed Employer. Health and safety is given due attention and employees are provided with appropriate training in accordance with the charity's policies.



Senior management renumeration

Senior staff pay is externally benchmarked, set/reviewed by the Trustees and linked to an internal performance appraisal system.

Relationships and memberships

To support robust decision making and enable bibic to maximise outcomes for children, young people and families, the charity is a member of a number of self-regulatory and support organisations. These include: Chartered Institute of Fundraising, Fundraising Regulator, NCVO, ACEVO, Somerset Chamber of Commerce.

The charity places importance on collaborative relationships with a vast range of other organisations (e.g. Ups and Downs South West, Autizma, Brainwave, Headway, local parent forums) and professionals (e.g. social services, GPs, paediatricians, teachers, speech and language therapists, youth offending team, behavioural optometrists). These relationships help raise awareness of key issues affecting mutual beneficiaries, share learning and enable families to access further support and information.

Our fundraising standards

bibic is registered with the Fundraising Regulator and is committed to the Code of Fundraising Practice. We make sure our fundraising team are kept up to date with legislation and best practice and they support people fundraising in the community to uphold these same standards. In the last year we did not receive any complaints about our fundraising and marketing activities. In the situation that a complaint is received, we aim to review and resolve the situation in line with bibic's complaints policies, escalating to external regulators if required.

FUNDRAISING REGULATOR

Trustees statement

The Trustees (who are also Directors of bibic for the purposes of company law) are responsible for preparing the Trustees' Annual Report (including the strategic report) and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company, including the income and expenditure, of the charitable company for that period. In preparing these financial statements,
the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2015 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

In so far as each of the Trustees are aware there is no relevant information of which the charitable company's examiner is unaware. Each Trustee has taken all of the steps that they should have taken as a Trustee to make themselves aware of any relevant information and to establish that the charitable company's examiner is aware of that information.

This Trustees report, incorporating the strategic report, was approved by the board of Trustees on
27 September 2021 and signed on its behalf:



Laura Voyle
Chair of Trustees

Reference and administration

Charity Number 1057635

Company Number 03217418

Registered Office bibic
Old Kelways, Somerton Road
Langport, Somerset
TA10 9SJ

Directors and Trustees	Appointed	Resigned	Role
Laura Voyle	10 Jun 2016		Chair from 21 Sep 2020
Mark Campbell	28 Oct 2010		Treasurer Interim Chair 1 Sep 2019- 21 Sep 2020
Barbara Scruton	9 Nov 2000	21 Sep 2020	
Emily Brett	15 Sep 2015		
Amit Bali	29 Nov 2017		
Justin Singleton-Campbell	21 Aug 2019		
Neil Singleton-Campbell	21 Aug 2019	7 Oct 2020	
Ross Henley	26 July 2021		
Louise Ravenscroft	26 July 2021		

Senior Management Team

Managing Director	Philippa Buckley
Fundraising Manager	Andrew Hirst
Therapy Manager	Chelsey Oxley
Finance Manager	Philip Cullum

Bankers

Barclays Bank Plc
1 Church Place, London
E14 5HP

CAF Bank Ltd
25 Kings Hill Avenue
West Malling, Kent
M19 4JU

Natwest Plc
8 York Buildings, Cornhill
Bridgwater, Somerset
TA6 3BU

Independent Examiner

Dick Maule Chartered Accountants
3 Penlee View Terrace, Penzance
TR18 4HZ

Fundraising Consultant

Karen Edgington



bibic has given us a whole new world of hope and different eyes to view it with

bibic changing lives

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Langport, Somerset
TA10 9SJ

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