

REAL DPO LTD

(Limited by Guarantee)

Company Number: 03213172

Charity Number: 1061671

ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

Myrus Smith

Chartered Accountants

Norman House
8 Burnell Road
Sutton, Surrey
SM1 4BW

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**FINANCIAL STATEMENTS
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Real DPO Ltd

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1 Chair and Trustees' statement

- 2 The Board of Trustees present their annual report and accounts for the year ended 31 March 2021. The Board is satisfied with Real DPO Ltd's performance during the year and the position at 31 March 2021.
- 3 The trustees would like to acknowledge the hard work of Real's management team and staff. They continue to evolve and expand the organisation's work to meet the needs of the disabled people of Tower Hamlets in line with its aims and objectives. The board is always impressed with the dedication, imagination, creativity, competencies and skills of our staff in dealing with the challenges and opportunities that come our way. It is clear that together they make a real difference to the lives of disabled people in Tower Hamlets.
- 4 I would also like to thank the rest of the trustees for their time and support throughout the year.
- 5 The Board commends to you the annual report.
- 6 Henry Stone
- 7 Chair

8 Introduction from our CEO

- 9 What a year! Just before the beginning of the year, we had all moved to off-site working because of the start of the Covid-19 pandemic. Somehow, we all managed to keep on working, keep on delivering, and we met all of our substantive project targets. It was a major achievement and I'm very proud of the staff for doing so well. A full description of all of our funded work is set out in section 5. We explain our projects, their reach and impact, and give case studies of how they have worked in practice.
- 10 We've also been able to turn a crisis into an opportunity. New funding streams became available and we were successful in securing grants under some of them. Disabled people were disproportionately affected by the pandemic and it's great that we were able to do work which enabled us to demonstrate this.
- 11 As a user-led organisation of disabled people, we know and understand that we are the legitimate voice of disabled people in Tower Hamlets. It's pleasing that this was recognised by many key staff in Tower Hamlets Council (THC), and its statutory partners within Tower Hamlets Together (THT). We were able to act in an agile way and support them to address disabled people's concerns and needs in a way that they would never have been able to do otherwise. This included:

- Building a mini site within the Real website (www.real.org.uk/coronavirus) on behalf of THC and CCG to get accessible and relevant information out to disabled people quickly and effectively.
- Working with THC to build their response to the pandemic, including adjustments to the direct payments policy, an enhanced direct payments offer, and development of PPE schemes.
- Supporting officers in writing accessible communications to send out to direct payment recipients.
- Supporting the CCG and THC to develop and implement their approach to vaccination of disabled people and, in particular, paid carers eligible for vaccination in priority group 2 who were employed by direct payments users.
- Building a bespoke vaccination booking system on our infrastructure and providing a backend portal for CCG staff to administer them.
- Support for developing accessible vaccine-related communications.

12 The work above was unfunded but it was the right thing to do in terms of meeting the needs of our constituency. Crucially, we know it was valued, with the Director of Social Services championing much of our joint work at the Social Care Futures conference.

13 The year has given us the opportunity to reflect and learn on how we work with people differently. New technology and ways of working have enabled us to be more effective and reach people in different ways. But we also remain very concerned that significant proportions of our constituency remain digitally excluded and it's important these people do not get left behind. We want to move back into real-world working as soon as it is safe to do so.

14 Mike Smith

15 Chief Executive

16 Name, registered office and constitution

17 The full name of the charity is Real DPO Ltd, and is a company limited by guarantee. The charity is known as Real, which is a working name registered with the Charity Commission.

18

19 The charity changed its name from Disability Coalition – Tower Hamlets on 16 August 2012.

20

21 Date of Incorporation: 12th June 1996

22 Date of Registration: 4th April 1997

23

24 The Registered Office is Jack Dash House, 2 Lawn House Close, London E14 9YQ

25

26 About Real

26.1 Our vision

27 Real's vision is of an equal and diverse society free from the barriers that stop disabled people from living their lives the way they want.

27.1 Our mission

28 Real's mission is to protect and uphold the human rights of disabled people in Tower Hamlets, and overcome discrimination, to enable disabled people to live as equal citizens.

29 We aim to help disabled people to live independently - where they choose, how they want, with all the support they need, and with the money and resources they need to do it.

30 The name "**Real**" is not an acronym, but it does stand for the **real** jobs, **real** education, **real** incomes, **real** choices, and **real** participation in society that all disabled people deserve.

31 Real does not exist to give disabled people jobs at Real, but we do recognise that having disabled employees and volunteers is one of our strengths because we are more likely to connect and have empathy with the people that we are supporting through shared experience.

31.1 Our values

32 Our ethos is based on clear values of independence, user involvement, peer support and co-production. The following principles underpin our approach to everything we do:

1. **Human Rights-based**: we support people to achieve their human rights. Disabled people have the same rights as everyone else and should not have to rely on conventional concepts of charity to achieve equality.
2. **Empowering**: we are a people-based organisation. We build relationships based on mutual trust; creating a safe and empowering environment which is encouraging, and collaborative. We believe in supporting people to make choices and live their lives the way that they want, and not making decisions for them. Wherever possible, interactions with our constituents will seek to impart skills and confidence that support them to take control of their own future.
3. **Inclusive, diverse and respectful**: we respect people and are committed to equality. We value and celebrate diversity, equality and freedom of expression throughout all our activities.

4. **Person-centred and accessible:** we recognise that people have different communication and access needs, and preferences for ways of working, and we seek to work with people their way whenever we can.
5. **User-led:** at all levels of our organisation we are led and controlled by disabled people, and influenced by their views.
6. **Accountable:** we aim to be accountable to and representative of the communities we work within. We strive to be open and transparent.
7. **Democratic:** we are run by and democratically accountable to our membership; consisting of disabled people and non-disabled allies.

32.1 Our strategic objectives

33 Real's four overarching strategic objectives for the next five years are all focussed on the changes we want to make for, and with, our disabled constituents. All of our projects and activities will be set up so that they can work towards achieving one or more of these objectives.

34 Disabled people have increased income and an improved standard of living

35 Our research shows that disabled people are more likely to be in poverty and less likely to be in work than the non-disabled population. Even if they are in work, disabled people tend to have lower incomes. This is compounded because many disabled people experience higher costs of living due to their impairments.

36 Digital exclusion is also a real issue for many disabled people, limiting access to jobs, resources and benefits. Digital exclusion also makes some disabled people financially excluded, or worse off, because they can't access the best deals.

37 Sometimes access to money can help overcome some of the barriers disabled people experience. This could be achieved through getting jobs, or better-paid jobs, through to obtaining the benefits to which people are entitled.

38 This objective is about providing access to money and addressing the higher costs of disability, both of which are essential for creating economic equality with others.

39 Disabled people are more able to live independently, express their views, and participate in their communities

40 Real's constituents need access to good, meaningful social care and support, delivered in ways that they want.

- 41 There is a lack of access to affordable, accessible housing, especially in Tower Hamlets where land values, house prices and rents are high.
- 42 Added to this is the issue of representation; disabled people often aren't heard or cannot influence decisions about their lives and neighbourhoods in the ways that they want.
- 43 Young disabled people feel particularly excluded from meaningful participation in society. They don't feel understood or given the right support so feel isolated and overly-reliant on families.

44 This objective is about giving disabled people the voice and means to participate in society as equal citizens.

45 Disabled people are more able to access services, facilities and activities that meet their needs

- 46 Our research found that providers do not make enough reasonable adjustments under the Equality Act, with barriers to inclusion across private and public provision of services. This ranges from the services of the local authority and other providers of public services through to shops and businesses.
- 47 Transport, and the environment we live in, are not nearly as accessible as they should be for a wide range of impairments.
- 48 People who are not able to access modern technology are getting left behind in a world where more and more things are being done online. They might not be able to get online due to lack of income, knowledge, access to accessible equipment, or confidence.

49 This objective is about removing the barriers that wider society creates.

50 There is attitudinal change around disability

- 51 People's attitudes are often the biggest barriers to inclusion, with stigma and negative attitudes causing discrimination, lack of aspiration for disabled people, and hate crime and hate incidents.
- 52 Negative reporting and valuing of disabled people, especially in some parts of the press, can have a real negative impact and can increase disabled peoples' fear of judgement. Family and other people's expectations of our abilities can make things worse. Some disabled people from minority ethnic groups have reported feeling doubly disadvantaged, especially where there are negative perceptions of disability, or lack of aspiration, from a cultural perspective.

53 This objective is about addressing the root causes of disadvantage experienced by disabled people by seeking to change perceptions of disability itself.

53.1 Our organisational objectives

54 Real already has a good reputation amongst key stakeholders. But we also know there is more that we could do, as an organisation, to maximise our chances of achieving our strategic objectives. We want to be recognised by others as an example of best practice as a user-led organisation of disabled people, and a leading not-for-profit organisation.

55 Therefore, in parallel with our programmes of work to achieve our strategic objectives, we will also work towards the following five organisational objectives.

56 Being an effective, efficient, independent, user-led, expert on disability in Tower Hamlets

57 As well as maintaining our existing quality assurance standards, over the course of this strategy, everything we do will be underpinned by sound quality assurance frameworks.

58 We want to establish our credentials as the “go to” organisation for facilitating genuine co-production with disabled people. We will do this by using our skill and expertise in supporting disabled people to participate equally in consultations and co-production initiatives by others. We will develop others’ knowledge and understanding of the social model of disability and of disability rights, and how best they should meet the access needs of different impairment types.

59 We will ensure that the collective voice of local disabled people underpins the legitimacy of the representative roles we may have.

60 Improved reach and connections with our members, constituents and stakeholders

61 As a user-led organisation of disabled people, seeking to represent the collective voice of our constituency, we want to develop and maintain our ability to connect with a wide group of people and to influence local society for their benefit.

62 We want to grow our organisational membership and the reach of our projects, implement a new communications strategy and plan to achieve this. In summary we want to be more relevant to more people.

63 We also want to develop even stronger working links with other voluntary organisations, council and NHS services, housing providers, local colleges and other education providers, and local businesses.

64Financial sustainability

- 65 Real aims to achieve and sustain a strong financial position, ensuring all projects achieve full cost recovery, and we can build and enhance our reserves. We intend to broaden our overall number and range of funding sources and, in the medium term, develop our capacity to generate trading income.
- 66 To achieve this, we will finalise a new fundraising strategy, supported by annual action plans, with targets for income generation and careful tracking of our financial position.

67Understanding the impact of everything we do

- 68 We will evaluate the impact of all of our projects and activities, against the outcomes required by funders, and how they meet our own strategic objectives. We will implement a new organisation-wide client management system to drive better communications and connections, and which helps us record our impact across projects.
- 69 We will develop, in the first year of this strategy, new key performance indicators to help us track progress towards our key objectives. These will form the basis of board oversight of our work and be reported on in our annual reports going forward.

70Contributing to strategic change at local, London and national level

- 71 We will establish ways of working that support the gathering of evidence to influence policy and practice. We will do this through user involvement and co-production, and developing a new framework for campaigning and influencing. We want to create system change as well as solve the problems of individuals.
- 72 During the life of this strategy we aim to work with Tower Hamlets Council and others on the production of a new Disability Strategy, co-produced with local disabled people.
- 73 We will contribute to local strategic partnerships such as the Tower Hamlets Together Promoting Independence Board, the Safeguarding Adults Board, and other relevant channels such as the Pan Providers Forum, the Health and Well-being Forum, and the Tower Community Advice Network. Where relevant to specific projects we will also work within alliances such as the No Place for Hate Forum.
- 74 Our charitable objects are to work “in Tower Hamlets and beyond”. Whilst our primary focus will be to support disabled people in Tower Hamlets, we will continue our existing track record of successful collaboration with other organisations in nearby boroughs where that fits with our strategic and operational goals.

75 We will also continue to network and collaborate with other London DDPOs and infrastructure organisations to influence nationally where appropriate, and amplify our effectiveness and learn from others.

76

77 Public benefit provided by the charity

78 In forming our objectives the Trustees have given due regard to the Charity Commission's published guidance on public benefit. Real provides the following services in furtherance of its charitable objectives:

1. IAA - Information, Advice and Advocacy service (known as Local link)
2. Real's Information Service
3. Real's Advocacy Service
4. Real's Care Act Advocacy Service
5. CATCH: hate crime advocacy
6. THEN and NOW
7. Taking Control of Your Life
8. Local Voices
9. Covid-19 outreach and messaging project
10. Storytelling project
11. Digital Inclusion project
12. Driving change through collaboration.

78.1 Information, Advice and Advocacy (Local Link)

79 The Local Link service is managed by Real and delivered by 6 other consortium partners in the borough: Age UK, APASEN, Bromley by Bow Centre, deafPLUS, Positive East and Tower Hamlets Law Centre. We work together to deliver an Information, Advice and Advocacy service, funded by Tower Hamlets Council, to anyone in Tower Hamlets who could benefit from adult social care services, has a disability or an impairment or who is a young person in transition from children's to adult's services aged 14 and up. The project year runs from 1 August until 31 July and the project started in 2013. The original contract was for three years extendable for plus one year plus one year. This financial year we delivered the end of project year 7 and the start of project year 8.

80 Real are funded to both manage the contract and deliver part of it. We provide Advocacy under this contract and we also run an Information service for the main Local Link contact number. Real, as the lead partner in the consortium, manages the overall contract and the performance and quality of the six partner organisations. The total contract value of the service is £485,000 per annum, from which Real receives money for both service delivery and for managing and running the whole project.

- 81 In response to the COVID-19 pandemic and the government guidance, Local Link closed its hubs, which would have usually been used for drop-in, face-to-face appointments. Services continued remotely via phone, email and video-call.
- 82 Tower Hamlets Council has concluded the commissioning process for a replacement to Local Link. The project specification continues Information, Advice and Advocacy services in the borough, with a focus on more delivery through online and phone-based support, and incorporates the front-door for Adult Care, which is currently delivered by the Assessment and Intervention Team. The council have chosen to separately commission Care Act Advocacy as part of an Integrated Statutory Advocacy Service.
- 83 The replacement service is a new consortium of organisations, led by Age UK East London, and includes Real and the other Local Link partner organisations, as well as Island Advice and The Limehouse Project. Real will continue to deliver Advocacy as part of the new service.

83.1 Local Link: Real's Information service

- 84 Real services the Local Link main contact telephone line and email address, which is answered throughout the week by our Information Officer role and our Advocates. We are able to offer Information on any area of a person's life and we offer Advocacy in Benefits, Employment, Financial Advice, Health, Housing, Leisure, Social Care, Travel and Volunteering.
- 85 The Local Link drop-in hub has been closed since late March 2020, but through its phonenumber and email we have continued to respond to queries and referrals in the normal opening times of 10am-4pm, Monday-Friday. Across Local Link partners, the increase in access through phone and email has not equalled the decrease in access through drop-in services. This was highlighted to commissioners and monitoring officers at the council.
- 86 Over the last year, Local Link, through its phone-line and email, has provided information on almost 500 issues, half of which have been dealt with by Real. Advice cases dealt with through the consortium have exceeded 1300. Both these figures show a decrease on the year before. This is a result of the COVID-19 pandemic, service adaptation to remote working and changes in client need and how services are accessed.
- 87 Local Link supported people with information about coronavirus and the government's response; helped people isolating to access food deliveries; and introduced regular calls to clients to check on their wellbeing and whether they needed any support.
- 88 There was a fall in benefit queries as pandemic response measures put a hold on benefit sanctions and assessments. The same is true of housing advice as landlords were restricted from evicting tenants.

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90.1 Local Link: Real's Advocacy service

91 Real had a team of 3 Advocates (2.2 full-time equivalent) and one Advocacy Coordinator (0.8 full-time equivalent) during this financial year who provide Independent Advocacy under the Local Link contract. Our Advocacy Service provides advocacy and support to people with physical, sensory and neuro-impairments (including older people and young people in transition). The aims of the service are:

- to empower disabled people to access services and challenge discrimination
- to provide information and support, and
- to enable people to make informed choices and support them to be heard on specific issues.

92

93 We deliver this service in line with the Advocacy Charter, a nationally recognised set of operational standards. Real also holds the Advocacy Quality Performance Mark, originally awarded in 2017. It lasts three years and Real went through successful renewal of the accreditation in late 2020.

94 The areas in which we provide support most often include:

- social care
- housing
- legal issues
- health.

95

96 We support people to have fair access to:

- financial advice
- employment support services
- education and training opportunities
- volunteering opportunities
- leisure opportunities.

97

98 We support people to access other services to help them with:

- benefits
- debt.

99

100 This service works with people from all disability impairment groups supporting them on a range of issues. Advocates support their clients to make informed choices, ensure they are being heard and to uphold their rights.

101 We don't tell people what to do. Instead, we support them to make their own choices and access appropriate services to ensure they can fully

engage and have control over decisions and circumstances affecting their daily lives.

102 Case study 1

103 About the client	104 62 year old male with physical disability.
105 Issues)	<p>106 The client sought support with showering, cooking, cleaning and shopping. He was unable to do this because he has many health conditions and impairments which leave him feeling dizzy and weak. He cannot lift any weight, cannot bend and feels tired all the time and is unable to stand up for long.</p> <p>107</p> <p>108 His mobility is impaired, and he becomes tired if he walks more than the distance of a bus stop; he takes many breaks and rests in between. The client is unable to go out and take part in social life. The client also needed help with shopping while in self-isolation due to high risk category of COVID-19.</p> <p>109</p> <p>110 The client was unaware of any help or support he could access. He was receiving help from his friends, however, they could not offer help in the long-term.</p>
111 Actions taken	<p>112 The advocate and client could not meet during lockdown but worked together remotely. They discussed options of private social care, Adult Social Care provision and friends and family with client over the phone.</p> <p>113</p> <p>114 The client decided to request care through the Adult Care as he could not afford private care and did not have friends or family who could help. The advocate gave him information on the Care Act legislation and self-assessment procedures and supported the client to complete a self-assessment.</p> <p>115</p> <p>116 The client was feeling lonely during the lockdown as he is living alone and does not have internet access or know how to use a computer. The advocate referred the client to a befriending service and called him at regular intervals to check on him.</p>

117 Outcomes	<p>118 The client was able to have an assessment with a social worker by himself and felt confident as he was given information about the assessment process and his rights.</p> <p>119</p> <p>120 The client now receives care twice a day for personal care and food preparation; and cleaning, shopping and laundry once a week. The client is very happy with the help he is receiving. He feels healthier, less isolated and less anxious.</p>
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122 Case study 2

123 About client	<p>124 25 year old female with learning disability.</p>
125 Issues)	<p>126 The client has learning difficulties and finds it difficult to understand complex issues. She finds it difficult to express herself before people she is not familiar with. The client had recently given birth and Children's Services had concerns for the child's wellbeing as the client's home environment was not safe. Child protection proceedings were undertaken.</p> <p>127</p> <p>128 The client has anxiety and depression and struggles to express herself. She needed support to understand and take part in the various meetings involved in child protection proceedings so that her voice and concerns were heard.</p> <p>129</p> <p>130 The client did not engage with professionals including the social worker, and had lost contact with her immediate family.</p>
131 Actions taken	<p>132 At first, the client was difficult to contact: she did not answer her phone and/or would become frustrated. The advocate explained her role and how she could support the client in meetings. They met several times, so the client became comfortable with the advocate and the advocate understood her needs, views and wishes.</p> <p>133</p> <p>134 The advocate explained the procedures for the care proceedings and the roles of different professionals involved. This involved meetings and court dates with the client to make sure she understood what has been discussed during</p>

	<p>meetings and feeding back to her, so that she was clear on the outcomes and actions.</p> <p>135</p> <p>136 The advocate supported the client to express her views and clarified questions from professionals involved. The client became less concerned and worried once she understood proceedings and felt listened to. The client engaged in meetings and gave answers when she felt able. When the client did not wish to answer, the advocate checked whether it was okay to give responses on her behalf.</p>
<p>137 Outcomes</p> <p>138</p>	<p>139 Initially, the client did not engage and did not attend some of the core meetings, but with the advocate's support, she started to attend all the meetings and liaised with professionals involved.</p> <p>140</p> <p>141 The client became more confident and was able to express views during the meetings; she became assertive in challenging some of the things raised during the meetings.</p> <p>142</p> <p>143 The client felt empowered as her rights were upheld. Contacts between the client and her child were arranged adjusting to the client's needs and availability. The client was also referred to Housing support to apply for her own accommodation. A further referral was made for benefits advice as the client was struggling with bills and finances.</p>

144

144.1 Local Link: Real's Care Act Advocacy

- 145 Care Act advocacy is a statutory right for people involved in a care needs assessment, a review of their care plan or a safeguarding enquiry, and who meet the following criteria. They must be deemed to have substantial difficulty to engage in the process and to have no one else appropriate to support them. The purpose of Care Act advocacy is to ensure people have support or representation through these processes that is independent of health and social care professionals. It is health and social care professionals who have the responsibility for making these referrals.
- 146 Our advocates who work on Care Act cases apply the same principles as in non-statutory advocacy, aiming to empower the client, uphold their rights and ensure their views are listened to by other professionals, yet also ensuring that statutory processes have been followed appropriately.

147 During the COVID-19 pandemic, the government put in measures to ease Local Authority duties relating to care. Tower Hamlets Council prioritised urgent care assessments, reviews and safeguarding enquiries, and delayed more regular reviews. This meant a drop in referrals for Care Act Advocacy over the year.

148 Case study

149 About the client	150 65 year old female with a learning disability.
151 Issue(s)	152 Annual review of care plan.
153 Actions taken 154	<p>155 Due to the pandemic, the meetings were carried out by video call. This method was difficult for the client due to her learning disability, and she found it challenging to engage. At first she would not speak on video calls.</p> <p>156 The client remembered the advocate from previous support and the advocate helped her increase in comfort and confidence with video calls. They spoke several times before the review. The advocate had a good understanding of the client's access needs.</p> <p>157 The advocate talked about what would happen during the review and the sort of things that would be covered — where she lives, the day centre she attended and her care provider. The client understands questions but needs time to think them through before responding. The advocate made note of the client's feelings and wishes about her support-plan: she wanted to remain in the current home and continue to receive support from the carers.</p> <p>158 The client said she would enjoy attending a day centre or participating in activities like gardening. The advocate explained to the client that she could help her present her views at the meeting and could prompt her if she forgot anything or could speak on her behalf.</p> <p>159 During the meeting, the advocate made sure the client's views, wishes and concerns were considered before decisions were made. The advocate supported the client to understand</p>

	<p>questions asked by the social worker by using different methods, e.g., rephrasing the questions or translating into Bengali so she could give more complete or detailed answers. This method benefited the client as the social worker was able to understand her needs better. The advocate helped the client raise her wish to take part in gardening.</p>
<p>160 Outcomes</p> <p>161</p>	<p>162 The client engaged well in the review and gave answers when she felt able. As the client was happy with her care provider and current supported living there was no change to her support plan. The social worker looked for gardening provision to add to the client's support plan.</p> <p>163 The review was conducted in a professional and friendly manner and the support-plan was agreed with the client.</p>

164

165 Feedback on Real's Local Link services

166 "[Advocate] was helpful and explained things well."

167 "The advocates engage with the client on a level which other professionals often find difficult to do. Their relationship is often more trusting and in many ways more practically based than those of social workers."

168

169 "I would like to say thank you very much to [Advocate] for the support I received from her."

170 "I have experience of working with Real Advocates on multiple cases and feel that it has always been positive, both for the clients and myself as a professional. The advocates have always been timely with their interventions with clear and open lines of communication being established to facilitate information sharing to promote positive outcomes for the clients. Furthermore, the advocates have always demonstrated the means to represent the views of their clients whilst also ensuring the clients are fully aware of their options in a given scenario which enables realistic goals to be made and expectations to be managed. The advocates also demonstrate their knowledge, skills, and versatility well by readily being able to engage clients with different needs and presenting circumstances which enables a truly person-centred approach to practice to be achieved."

171 Take up of our Advocacy services

172 During the year, Real's advocates have supported people with 130 issues: 65 independent advocacy and 65 Care Act advocacy. These range across all the areas we provide support on, the largest areas of support have been with social care, benefits and housing.

172.1 CATCH: hate crime advocacy

173 Real is part of the Communities Against Hate (CATCH) Partnership. CATCH is a London wide group of organisations that support people who have experienced Hate Crime. The partnership consists of Galop, The Monitoring Group, The Community Security Trust, TellMAMA, Choice in Hackney, Stay Safe East and Real. The organisations specialise in different forms on Hate Crime, with the latter three being DPOs that support people who have experienced Disability Hate Crime.

174 Real joined the partnership with a focus on support for people in Tower Hamlets, Southwark, Greenwich and Lewisham. As the partnership covers the whole of London, Real has supported people from other boroughs also. The Hate Crime Advocacy service gives people a safe space to talk about their experience, informs them of their rights, explores options available to them and can provide practical support to report to police and access other services such as housing or counselling.

175 Real is funded for 14 hours per week (0.4 full-time equivalent). The contract has been extended by one year and was due to end October 2021. Over the last year, Real has supported 34 people who have experienced Disability Hate Crime.

175.1 THEN and NOW

176 The THEN and NOW project engages with employers in Tower Hamlets to address the barriers that disabled jobseekers and employees face in employment. It is a three-year project funded by Tower Hamlets Council under their Local Community Fund.

177 This project embodies a unique holistic approach to improving access to employment for disabled people. The project delivers a variety of activities, all of which are underpinned by coproduction. The core aims of the project are to support Tower Hamlets companies develop the confidence and capacity to be excellent employers of disabled people, and to increase levels of employment amongst them. We achieved these objectives by creating communities of current and potential workers, and employers, to drive positive change through a range of activities. These two networks, called THEN and NOW, are explained more below.

178 There are multiple data sources that highlight the employment gap, the earnings gap and the poverty gap between disabled and non-disabled

people, as set out in Real's strategy and the funding criteria. Many government initiatives to get disabled people into work are not effective because they focus on the individual and not the barriers individuals face. Businesses don't have the time, resources or confidence to address disability in the workplace effectively, and need trusted advisers who can help them change.

179 Funding commenced in April 2020, with a full staff complement in place by September 2020 and interim cover up until that point. We set up an effective system for triaging and understanding different employers' needs. Activities delivered included one-to-one meetings and workshops with disabled employees and jobseekers on the one hand and employers on the other, as well as the production of useful materials such as how-to guides and checklists.

180 Over the past year, we delivered the following headline points:

- Training sessions with Evenbreak – Three two-hour workshops
- Three how-to guides
- Two Promotional drop-ins - resulted in 1 new member so far.
- One-to-one advice sessions – Seven hours delivered to two employers and
- The “Purplespace” members zone - Two employers signed up

181 In this first year, we further created an online directory of support that employers and employees can access, collated by Real and Evenbreak. The directory includes local and national resources and training opportunities available to businesses and employers.

182

183 On top of the aforementioned activities, we worked with the Legal Advice Centre, which delivered advice to employers, individual jobseekers and employed disabled people alike.

184 THEN – Tower Hamlets Employers Network

185 We launched and maintained a group of Tower Hamlets businesses, who wanted to become disability confident employers and/or who faced uncertainties around how best to address the different needs of current or potential disabled employees. Thirteen employers were actively involved with THEN in the first year. They attended training sessions, fed information back to us through surveys and engaged with one-to-one advice. The group performed well and delivered essential insights into the issues that need to be addressed in order to improve employment of disabled people in Tower Hamlets. These insights helped deliver solutions to assist businesses

address the identified issues and to support Tower Hamlets companies to work together to address the issues disabled people face.

186 NOW - Network of Workers

187 We established and maintained the NOW coproduction group, which has worked well. They have provided feedback on the contexts and barriers many disabled people face when navigating the job market. We held a total of four NOW coproduction sessions. We also developed materials to broaden the membership in the second year.

188 The Network of Workers coproduction group was comprised of nine members, seven of whom were regularly at meetings, and two who attended 3 out of 4 meetings. Around half were new to Real.

189 The group included a diverse range of genders, faiths, racial backgrounds, ages, professional backgrounds and employment statuses. In particular, we are glad the group represented both jobseekers and employed individuals. The group was broadly representative of the Tower Hamlets population.

190 Challenges related to the Covid-19 pandemic

191 The THEN & NOW project was conceived prior to the Covid-19 pandemic. Covid-19 meant that engagement with employers was a challenge, from a number of reasons:

- Many employers were working remotely, and with staff on furlough, especially staff that may undertake work that employers don't consider "essential" during a period of crisis.
- Many businesses were focusing on more "business critical" issues around managing during the pandemic.
- Additionally, the combined economic pressures of the pandemic and Brexit meant that many businesses were in "survival mode", and therefore expressed interest in the project, but were unable to engage.

192 As such, Covid-19 restrictions disproportionately impacted on the ability of THEN employers to engage with the project.

193 COVID 19 also delayed recruitment to the project. Full staff resource was in place in September 2020, weeks before our first annual monitoring (although there were interim staff resources in place delivering activities before then).

194 Expectations for next year

195 This was the first year of delivery, with some delays in starting exacerbated by some of the challenges arising from Covid 19. The project has significantly extended its impact and reach in the second year of delivery, which will be covered in next year's report.

195.1 Taking Control of Your Life

- 196 Real's Taking Control of Your Life (TCOYL) project empowers disabled people in Tower Hamlets to have more choice and control in their care. We work to ensure health and social care services are accessible and inclusive of the needs of our diverse community. This project is also a three-year project funded by Tower Hamlets Council under their Local Community Fund.
- 197 In addition to our support service, our TCOYL steering group meets every two months to identify the barriers local disabled people face in health and social care. We then explore creative solutions to dismantle these, so our services work for all.
- 198 Funding commenced in April 2020, with a full staff complement in place by September 2020, with interim cover up until that point. We set up an effective system for triaging and understanding disabled people's needs, including developing several tools and resources to support clients:
- Client journey map to streamline services
 - Checklist of resources
 - Zoom guide
 - Multitude of support plan templates
 - Good and bad days
 - Creative options
 - Three options
 - Timetable
 - Dossier of grants
 - Key questions guide.
- 199 We also created a monitoring system for our work that included:
- Itemised account of how advisor and coordinator time is spent
 - Recording of time spent on each stage of the case.
 - Baseline surveys at the start and end of client relationship
 - Collection of support plans
 - Evaluation survey.
- 200 Covid-19 had an impact on our work, making it harder to mobilise the project. This resulted initially in a lack of drop-ins and footfall through our service, and we had limited avenues for providing marketing materials accessible to people who were shielding or avoiding unnecessary exposure to the public realm. In addition, while we worked hard to form links with other organisations which may have provided referrals, those organisations were also struggling with Covid-19 related issues and had capacity issues which may impact on referrals.
- 201 We established and maintained a coproduction group which has performed well, including through providing feedback on health and social care contexts and barriers which may not be easily overcome without

further work by Tower Hamlets Council and Real. We developed materials to broaden the membership in the second year, including looking at issues affecting LGBT+ service users, as well as BAME and people of faith who are disabled.

202 We held three steering group meetings which were received very positively and led to other professionals seeking to work together. We received a 100% satisfaction rating on session relevance, facilitation and usefulness. Our sessions have covered topics such as social care charging, clarity of charging guidelines, lack of information from councils, interaction with social services and communication, partnership working and working with other impairment groups.

203 As the project effectively started late, we were a little behind on our targets for supporting people to develop action plans. By 31 March 2021 we had completed 10 support plans covering areas such as:

- accessing massage therapy,
- childcare and respite services,
- support with arranging daily care,
- preparing for employment,
- learning to start up their business
- arranging personal care and medication management
- travelling to access the community
- arranging daily care
- arranging for carer to attend hospital appointments.

204 One client was supported to access treatments such as holistic massage therapy, allowing them to recuperate, which means they were able to perform tasks which they otherwise would not be able to do and prevented their condition from worsening.

205 Financial independence is a major goal for some of our clients. We have supported our clients to be financially independent by supporting them to improve their employability skills and enhancing their skill base in preparation for entering paid work. We have helped clients maximise their income by finding them grants, and services which are free or at low cost.

206 One client was supported to access childcare services to help look after her children, which gave the client and her partner time to “enjoy family relationships” and helped the client access the community.

207 We found a large proportion of our clients were unaware of services available to them in the borough of Tower Hamlets. This is where we have seen the value of support planning and support planners being skilled in knowing what’s available and to what services users are entitled. A client noted it was ‘empowering’ to be supported by a user-led organisation with a variety of streams of work and support.

208 As per our client feedback:

- 100% reported information provided was clear, useful and easy to understand
- 100% reported they had been given information about other services
- 100% was treated with respect by the Advisor
- 100% views were listened to and acted upon
- 100% felt access and communication needs were taken into account.

209 We conducted a review of the first year's delivery in June 2021, and with the agreement of commissioners made some revisions to the project's approach. The project is going very well in 2021/22.

209.1 Local Voices

210 Tower Hamlets Council have funded Real to deliver the Local Voices Project since 2012. This was the eighth year of the project; the latest contract started in April 2017 and was due to end March 2020. However, Tower Hamlets Council extended the funding due to the coronavirus pandemic.

211 Real's essential role was to recruit, support and develop a steering group of disabled people who live, work, study or socialise within the borough of Tower Hamlets. The Local Voices Steering Group are responsible for the overall direction of the project and ensure that disabled people have a voice, and are genuinely able to influence, and change, statutory and other services for disabled people.

212 Real managed the relationship between the Steering Group and Tower Hamlets Council. We managed the project's budget, supported the Steering Group to meet regularly and discuss issues relevant to the disabled communities. We helped draft and develop the project's strategy, assisted with administration, and supported the Local Voices Steering Group to deliver its work plans.

213 In the year 2020-2021, Local Voices members participated in the following consultations: Tower Hamlets Council Vaccine and Trust Project; Health Messaging for All; Ross Atkins Associates Access Audit for Liverpool Street; Food poverty in Tower Hamlets; and Greenwich Park Redevelopment Work

214 We provided training on storytelling skills, Zoom training, Safeguarding training, and Mental Health training.

215 Work was carried out on the following core themes: Access & Transport; Social/Digital Inclusion; Covid-19 issues; Parking Permits and Cuts; Health Messaging; and Community Safety.

216 Theme-based reports

217 Local Voices developed a library of useful reference material on events and activities we delivered over the past year.

218 We produced four topic based written reports this year. They provide details of our engagement activities and the outcomes, including experiences, views and opinions of disabled people in the community. This year's report covered:

1. The Pandemic
2. Liveable Streets
3. Social Care Charging
4. Storytelling

219 Social Care Charging

220 Social care is a key issue for a number of disabled people, including those who do and those who do not currently receive social care support. Social care comes in a variety of guises, funded and provided by local councils, including Tower Hamlets Council.

221 Social care is potentially all forms of personal care and assistance that disabled children and adults may need. This can be any of the following:

- Practical assistance in the home or workplace from a paid carer
- Recreational equipment.

222 Access to:

- Travel
- Home adaptations and disabled facilities
- Delivered meals
- Communication equipment, from telephones through to personal alarms.

223 Our aims were to understand what kind of conversations and conceptions people had around social care. We undertook an open session asking questions around what people's feelings were on social care and whether they felt that there had been changes or a direction of travel, understanding that this would not constitute an objective analysis of whether people were better or worse off following any changes.

224 We identified the following areas of interest :

- Social exclusion
- Attitudinal barriers
- Resource barriers
- Transparency.

225 The work undertaken within a coproduction context demonstrated that there is significant anxiety around social care provision.

226 Storytelling

227 Part of the success of this storytelling project was that it was user-led. It started off in an informal manner with the group deciding themselves how they wanted to share their stories. Most of the information around Covid is incredibly heavy, so it was important for these sessions to be fun and inviting, as well as accessible. By beginning these sessions in a casual way, the members felt there was less pressure to have to perform or capture a medium perfectly. Instead, they developed friendships in the group, and built confidence over time as they steered their own storytelling pathway.

228 The second success of this project was exploring different mediums. Every person has a preferred way of expressing themselves, but sometimes lack the skills or knowledge to be able to articulate themselves in the way that they want. This project started with oral storytelling which evolved into the use of prose. From here, the group decided to explore poetry, at first in an informal manner, and later with professional instruction as to how to develop poetry structure and content. The group then explored art therapy, and drama as a means of exploring their emotional journey. Each medium offered the members a different platform, and an alternate way to view and share their own experience. The group was also shown other techniques they could use to express themselves including animation and music. Each week the same members returned to the session which is testament to their thirst to explore new, and varied techniques.

229 Understanding Local Voices' Legacy Work

230 In addition to the work carried out this year, we wanted to highlight some of the fantastic work achieved by the Local Voices in the last 8 years. Over the project's lifespan, the network achieved considerable success in engaging local disabled residents, and influencing local decision making. Below, we provide a summary of some of the key achievements, including information about the reach of our projects and the ways in which we contributed to affecting change within the local community

231 In the last 4 years alone, Local Voices Active Members took part in 376 engagement activities, including consultations, professional forums, training sessions and workshops.

232 At the end of the project, we ran a legacy workshop with the Steering Group and active members to reflect on what Local Voices had achieved in the last 8 years. The session provided an opportunity for members to come together and celebrate the successes, and share which activities had given them the most personal satisfaction. Activities ranking highest in this context included lobbying DLR to make specific changes facilitating easier

access and wellbeing sessions on topics such as art therapy and storytelling techniques.

233 When asked which activities made a real difference for the disabled community, members responses focused on Real Voices' work to improve Westfield shopping centre access, improvements in public toilet access and formal council consultations hosted by Real.

234 Quotes from workshop attendees

235 "We have set into the mind set of people who are designing things that they have to design them with in the acceptable measurements for disabled people."

236 "A massive achievement was the fact that we were able to get into the heart of the council, in terms of the consultations, and we were able to shape the councils thinking."

237 To read the Local Voices annual reports, and more about what we have achieved over the last 8 years, please visit our website.

237.1 Covid-19 Outreach and Messaging Project (COMP-D)

238 The Covid-19 Outreach and Messaging Project commenced in January 2021. With growing evidence that disabled people, and people with long term health conditions were being disproportionately affected by the pandemic, combined with the apparent lack of accessible Covid-19 health messages for different impairment groups, Tower Hamlets Council and Public Health commissioned Real, ICM Foundation, deafPLUS and Healthwatch to undertake an outreach project to local disabled residents. The scope of the project was different for each participating partner but was collectively focused towards identifying the following:

- The experience of disabled people during the pandemic in accessing health and social care services
- The barriers to understanding and accessing Covid-19 information
- How Covid-19 information could be improved and tailored to meet the needs of different impairment groups
- How and why the flow of Covid-19 information does not reach intended recipients
- What Covid-19 information has been unclear and what needs to be done to change this.

239 Before we began the engagement stage of this project, we analysed Real's and Local Link's membership to assess where there were gaps in our representation. It was important for us to ensure equal access to this project, and engage groups of people that we don't necessarily have an

existing relationship with. Furthermore, we wanted to extend the reach of the project, and use it as an opportunity to engage new people with Real's services.

240 The next stage before we began our engagement activities was to identify organisations in the Borough that had impairment specific experience of the groups under-represented by Real that we could partner with to deliver the project. There are a number of reasons we decided to gather insights through partner organisations:

1. Partner organisations have easier access to their members, and structures in place to facilitate a workshop;
2. Partner organisations have already established a trusting relationship with their members, which is important for discussing these themes; and
3. Partner organisations have specific experience working with their members and have an in depth knowledge of their access and communication needs which again was crucial to this project's success.

241

242 In order to ensure wide participation in this project, we created an engagement model that allowed us to connect with and involve people in different ways.

243 Workshops

244 Workshops were an important source of information for this project and allowed us to collect qualitative data from participants. They allowed individuals to come together in a safe environment, and share their experiences of accessing Covid-19 information and services. By discussing their own experiences, participants identified commonalities and helped us recognise trends and differences amongst people's experiences. For each workshop, we designed a set of questions to capture the information we wanted to analyse. These workshops were then adapted and tailored to meet the needs of project participants. Working with partner organisations to deliver the workshops allowed us to utilise the knowledge and skillset of staff to make the sessions accessible for their members.

245 Telephone Surveys

246 As part of our engagement strategy and to ensure all our members had the opportunity to contribute to the project, we called each of our members to ask a series of questions relating to accessible Covid health messages. A number of our members are digitally excluded and do not have access to technology or the digital literacy skills to attend one of our workshops. This also means they are more likely to find Covid health messages harder to access than someone with digital skills. We collected insights from a total of 43 members. These insights were turned into weekly insights reports and submitted to Tower Hamlets Council.

247 Priority 1-1s

248 We recognised that not every person would feel comfortable attending an online workshop, or would have the digital literacy skills to be able to participate, so we allocated time each month to gather insights from 5 individuals who fit within this category. These conversations were more in depth than our telephone calls and allowed us to gather detailed insight specific to that person's experience. So far, we carried out seven priority 1-1s, and produced one insights report which was submitted to Tower Hamlets Council.

249 The model for this project was designed in such a way, that information and insights gathered from workshops, 1-1s and priority interviews are fed back regularly to Public Health. In order to ensure Public Health could capture the latest insights from the community in a fast-changing Covid landscape and integrate them into their Covid strategy, feeding back qualitative data regularly from our participants was crucial.

250 Findings

251 We achieved considerable success. In the first 3 months of the project, Real produced 9 insights reports based on the findings from the workshops, 1-1s and telephone surveys. These insights came from a diverse group of people with varying needs but there were some common themes, including:

1. The need for more easy-read resources;
2. Confusion over booking vaccines, especially for people who are not digitally literate;
3. The lack of process in place to book interpreters for vaccine appointments; and
4. The high level of anxiety people have about reintegrating into society after shielding for a long time.

252 As a result of these insights, Real submitted a further report to the Council outlining 8 recommendations. These are:

1. A visual map of testing sites in the Borough including accessibility information
2. Clear guidance on how to book BSL interpreters for vaccine appointments
3. A roadmap out of lockdown and how people shielding can deal with anxiety
4. Clear information on the safety of vaccines
5. Clarity of which impairments are categorised in priority group 6
6. A dedicated council webpage with Covid-19 easy read guides
7. A hotline for disabled people to obtain Covid-specific information
8. Clarification on who is eligible for home vaccines and how to book them.

253

253.1 Storytelling Project

254 The storytelling project was funded by the London Community Response Wave 3 funding. There were various elements to the funding application.

One key aspect of the funding was updated equipment and training to help our staff, board and volunteers to safely work from home while engaging disabled clients more effectively. Another aspect of the work was running online connection sessions with disabled people in Tower Hamlets detailing people's experience of the lockdown.

- 255 While it has not been the direct focus of the work with our clients, digital exclusion of disabled people has become a heightened challenge during Covid-19. We wanted to encourage people to talk to us about the challenges they are facing during the pandemic, and to enable new ways of telling their stories. The entire project was undertaken through various states of lockdown and social distancing, and we engaged disabled people to talk to us and one another through digital and telephone methods. The data from this will feed into future projects undertaken by Real.
- 256 Evidence of key areas of need for disabled people were tracked through the project. The areas included isolation and loneliness, and barriers disabled people experienced around access to services, especially around health and social care. Poverty was also highlighted, and noted where it was exacerbated by the pandemic, including in key areas such as food and digital technologies that enable use of other services. The mental health of our members was a key area of investigation throughout the project, and we developed good understanding of the wellbeing needs not addressed through formal support systems.
- 257 Disabled people and people with long term health conditions have been disproportionately affected by the pandemic. The Office of National Statistics estimates that disabled people make up almost 6 in 10 (59%) of all deaths involving Covid-19¹. We also know, that people in the 'vulnerable' group have been asked to take additional measures to stay safe during the pandemic, including long-term shielding. These additional pressures coupled with existing fears around contracting Covid have meant many disabled people have experienced the pandemic differently to non-disabled people. This project allowed groups of disabled people to come together and share their personal experience of life in lockdown, finding commonality and comfort in each other's words.
- 258 The principal aim of this project was to create a safe space where disabled people could explore their emotions and share what they were experiencing during the pandemic. In order to maximise the reach of this project, we decided to diversify the workshop themes and use different mediums to explore these personal experiences.

259 Outputs

- 260 Real ran a total of eight storytelling workshops, including: informal storytelling, poetry, art therapy, animation and drama. These workshops achieved four principal outcomes:
1. Improved health and wellbeing;
 2. A record of disabled people's history throughout the pandemic;

3. An opportunity to flag safeguarding issues; and
4. An opportunity to identify themes/issues that could inform practice and policy.

261 Recommendations and learning

262 The project raised the following recommendations.

- Future projects supporting disabled people in coproduction should include development of a broad range of facilitation skills, including where appropriate supporting specialist creative facilitators and community groups.
- Coproduction spaces should include a wide variety of methodologies used by skilled facilitators to uncover a wide breadth of disabling barriers people experience.
- Agile smaller organisations are suited towards building peer communities of support and should be funded to do so.
- Coordination of support given by smaller, community and voluntary organisations can enable seamless support of disabled people in and around statutory health and social care support.
- Tower Hamlets Together's personalisation strategy is key to addressing wellbeing issues and should be resourced to fully realise its aims.

263 There was significant evidence of need understood through the project in the following areas:

- Digital exclusion, and the need for a range of approaches to address it
- Isolation and loneliness, and welfare and wellbeing
- Access to services on health and social care in changing contexts
- Poverty, especially on food and technology.

264 Key areas of development for Real included:

- Creative approaches to coproduction
- Methods for addressing digital access issues
- Understanding our membership in the Covid-19 context.

264.1 Digital Inclusion Project

265 Real's digital inclusion project, funded by the Wakefield and Tetley Trust ran from January-June 2021. The project was focused towards reaching out to and connecting with isolated disabled residents during the pandemic. The initial scope of the project was quite wide, which has allowed us to develop our own, tailored approach to engaging with and digitally connecting to some of our members. Part of the funding allocated for this project also

involved purchasing 5 tablets, which were distributed to our members to help them get online, and connect with our services.

266 To fully understand the needs of our members, and how we could best support them to get online, we telephoned them and asked a series of questions. We wanted to understand how many of our members feel confident online, which platforms they are comfortable using, and whether any of them need additional support to develop their digital skills and get online. The themes that emerged helped us to steer the direction of the project. The bullet points below highlight some of the common responses we received to each question:

267

268

269 We asked our members....

270 1. What makes it difficult to get online?

- Expensive (cost of device, Wifi connection, data)
- Lack of knowledge and skills
- Impairment (e.g. epilepsy, visually impaired, mobility issues)
- No device
- Availability (Wifi signal, other household using it)
- Preference (in person, seems intrusive, too much online, banking)
- Language barriers
- Fear of the unknown.

271 2. How does it make you feel?

- "Hard to know what's happening, which makes me feel uncomfortable"
- "Inadequate, vulnerable and insecure and not confident. It's scary, all of a sudden I am supposed to know everything"
- "Frustrated and makes me feel as though others are smarter"
- "Feel so bad"
- "Being online may not always be something people want to do. It should be a choice".

272 3. What type of things would make it easier to get online within the next year?

- Access to technology
- More training and support: specific to impairment, face-to-face, patience

- Bitesize information.

273 The outcomes of these calls demonstrated that while a device will help some people get online, and access our services, they also require additional training to help build their digital literacy skills and confidence. As a result, we partnered with Community Fibre, who offered our members free 1-1 digital training. Based on the responses from the phone calls, we identified 4 individuals who we believe will benefit the most from receiving a device and/or additional support from the 1-1 sessions.

274 **Project successes so far**

- 3 participants connected to zoom for the first time
- 3 participants are attending 1-1s digital skills training
- 4 participants are using Real tablets to attend our services
- Using new skills, some members have recorded poems/stories for our online storytelling video
- Digital resource page created on our website.

275 **Key challenges**

- High level of 1-1 support required to help members attend 1-1 training sessions
- Technological set up (some members easily forget instructions to login/passwords)
- Different levels of experience in classes
- Some members have connection issues
- Trainers from Community Fibre do not fully understand different access needs
- Content of the digital training course is not very dynamic
- Participants need 2 devices to attend training course as they use screenshare mechanism.

275.1 **Driving change through collaboration**

276 Real worked with and supported several statutory sector initiatives and other not-for-profit organisations to create environmental and structural change for the benefit of local disabled people. We were involved in a range of working groups and forums that influence the environment in which we operate, including:

- Accessible Transport Forum
- Advice Providers Forum
- Community Safety Partnership
- Covid 19 Local Engagement Board

- Health and Wellbeing Forum (and its Steering Group)
- Healthy Island Alliance
- HEAR Charities Against Hate Crime Network
- Inclusion London CEO Network
- No Place For Hate Forum
- Pan Providers Forum
- Safeguarding Adults Board (SAB)
- SAB community engagement working group
- SAB quality and performance working group
- Tower Hamlets Community Advice Network (THCAN)
- Tower Hamlets Council of Voluntary Services (THCVS)
- Tower Hamlets LGBT Community Network
- Tower Hamlets Together Promoting Independence Board
- Transport for All
- Voluntary Sector Children and Young People's Forum.

277 Plans for future periods

278 The main development to be implemented within 2021/22 is the new fundraising strategy and action plan to continue the regrowth of the organisation. We will also be starting a new two-year project, funded by Trust for London, which brings Real together with four other London-based Deaf and Disabled People's Organisations to understand better and therefore challenge more effectively the impact of charging young disabled people for social care.

279 Significant events after the year-end

280 There are no reportable significant events after the year end.

281

282

283 Administration

283.1 Trustees

284 Real currently has 5 trustees:

285

286 Name	287 Position	288 Date	289 Date
290 John Per	291 Vice-chair	292 16/07/2013	293 19/06/2021
294 Anthony Chatzifotiou	295 Treasurer	296 03/12/2013	297 19/06/2021
298 Henry Stone	299 Chair	300 02/1	301

286 Name	287 Position	288 Date	289 Date
		2/2015	
302 Mahendra Rastogi	303	304 13/05/2017	305
306 Martha Stafford	307	308 13/05/2017	309
310 John Sharp	311	312 10/05/2019	313
314 Owais Niaz 315	316	317 19/06/2021	318

319

320 At the board meeting on 19 June 2021 a sixth person was elected onto the board following submitting an application and being vetted using the standard process. After the AGM several attempts were made to connect with the individual. Eventually the individual said that they needed to stand down due to personal reasons. This is why that individual was never registered at Companies House or with the Charity Commission, and why there are currently 5 instead of 6 trustees. The board believe they have identified someone who will be co-opted onto the board, and plan for new appointments early in 2022.

321 The day-to-day management of the organisation and its services has been delegated to a Chief Executive Officer. The current post holder, Michael Smith, has been in post since 20 May 2010.

321.1 Statutory Auditors

322 Myrus Smith Chartered Accountants
323 Norman House
324 8 Burnell Road
325 Sutton
326 Surrey
327 SM1 4BW

327.1 Bankers

328 CAF Bank Ltd
329 25 King's Hill Avenue
330 West Malling
331 Kent
332 ME19 4JQ

333_

334 Structure, governance and management

335 Real's legal name is Real DPO Ltd. It is a registered charity and a company limited by guarantee. Real was previously called "Disability

Coalition - Tower Hamlets and changed its name to Real DPO Ltd on 16 August 2012.

- 336 Its governing documents are the Articles of Association which were last reviewed and revised at the time of the name change. The Articles of Association make reference to a supplementary document referred to as the Charity Protocol which is reviewed annually by the board and covers practical issues such as the arrangements for general meetings and board meetings, the role description and person specifications for trustees and key officers, and the trustees' code of conduct and conflicts of interest policies.
- 337 The Articles of Association state that Real must have at least 6 trustees. Trustees are elected at the AGM, serve for a maximum period of 3 years but can be re-elected for a further period thereafter. The longest-serving third of trustees retire at each AGM. Trustees may also be co-opted until the next AGM.
- 338 Newly elected trustees undertake an induction programme that comprises an initial discussion with the Chair, followed by a half day group session with the Chief Executive on Trustee's role, duties and responsibilities, organisational policies and procedures, finance and funding, risks, reserves, legal liabilities and contracts and any other issues of importance to the Board of Trustees, currently and for the immediate future.
- 339 Prior to the meeting an induction pack is given to each new Trustee containing the Charity Commission's 'The Essential Trustee: what you need to know', the last two sets of Board of Trustees' papers and minutes, a paper on the social model of disability, last year's annual report and accounts, the Charity Protocol and the organisation's key policies including the Equal Opportunities policy.
- 340 Normally the board would meet every 2 months (6 times a year). Several of the board members have struggled to engage in board meetings due to digital exclusion, and the difficulties of holding board meetings in the real world with a group of individuals who are all at greater risk due to Covid-19.
- 341 Instead, there has been much greater connection between the CEO and the Chair during the year, with regular supervision and discussions. The CEO has delivered briefing emails to board members and the Chair has also had a series of connection telephone calls.
- 342 One board member has been provided with a tablet to enable future, better online access to board meetings. There is a recognition that more regular board meetings need to recommence during 2022.

342.1 Management pay

343 The CEO's level of pay was set by the board at the time of the creation of the role in 2010. At the time they did this by reference to local pay rate comparisons. Since that point in time there have usually been annual increases determined by the board, although in some years there was no increase. Any percentage increases have applied to all staff in the organisation equally, and have been decided by the board in private session. To inform the board a paper would be prepared referencing the available resources and a range of inflation measures.

344 During 2019/20 we conducted a salary review of all roles in the organisation. Junior grades received a pay rise. Middle level staff had a pay freeze. The CEO declined to request a pay rise until such time as the organisation's finances were balanced. Since then, due to the financial situation of the organisation, there have been no further rises. However a review of pay rates will happen in early 2022.

345 Risks

345.1 Approach to risk management

346 The trustees have examined major risks to which the organisation was exposed, reviewed them and put in place systems and procedures to manage them. Two years ago the board developed a new approach to identifying and managing risk, creating a risk register and reviewing it at every other board meeting (so quarterly).

347

348 The risk register takes into account the edits and amendments proposed at the last board meeting and categorises them into the following 5 areas:

- governance
- reputation
- services
- finance
- HR.

349 It then orders them, within each section, in order of residual risk, high to low.

349.1 Risk analysis

350 The full risk register currently contains 23 risks, their impact and probability assessments, mitigating actions, and residual risk to the organisation. The following table includes the top 4 risks, in terms of residual risk.

351 Risk	352 I m p a c t	353 P r o b	354 Assessment and action	355 R e s i d u a l r i s k
1. Finance - Risk of being overly dependent on current/ specific funding sources.	356 H i g h	357 H i g h	<p>358 This has been an issue which the board have been aware of for some time, and we were overly dependent on the DPSS contract and the Local Link contract.</p> <p>359 The strategic plan has set a new direction of travel for the organisation, and the new draft fundraising strategy has been considered by the board with a final draft due at the end of the year.</p>	360 Hi g h
2. Operational - Risk of not having an affordable building to operate from.	361 H i g h	362 M e d i u m	363 We have been working with Tower Hamlets Council to address our medium-term premises security given that our current premises are secured only under a tenancy at will, and there are medium-term plans to redevelop the site. We will need to move to a market rent, although hope to offset some of that through qualifying for the local authority's community rent reduction scheme	364 M e d i u m

351 Risk	352 I m p a c t	353 P r o b	354 Assessment and action	355 R e s i d u a l r i s k
<p>3. Operational - Risk of losing key members of staff resulting in disruption of service and loss of critical knowledge.</p>	<p>365 M e d i u m</p>	<p>366 M e d i u m</p>	<p>367 We have a relatively low level of staff turnover compared to other organisations. We have clear job descriptions and business plans which someone else could follow should a staff member disappear. The board's involvement in the strategic review and business planning will also help mitigate. The operational review is also considering ways that we can build resilience into the organisation</p>	<p>368 M e d i u m</p>

351 Risk	352 I m p a c t	353 P r o b	354 Assessment and action	355 R e s i d u a l r i s k
4. Reputation - Risk of compromising our reputation with the council.	369 H igh	370 L ow	371 This is potentially complicated given our role both as a service provider and as an advocate for disabled people. We manage ethical walls between our services and in the past the council has endorsed our processes for this. Controversial decisions are taken at board meetings and/or discussed with the chair/vice-chair. We have not appeared to suffer as a result of our criticism of the council's conduct over the introduction of charging for social care so this needs careful ongoing management. Other issues relating to concerns over the approach to commissioning will be done via CVS-led forums.	372 M ediu m

373

373.1 Wider economic environment

374 As with all charities, we are concerned at the potential impact of the wider financial situation that the UK faces, and the possible impact this may have upon us.

375 We're still very concerned about the wider economic situation, and the resultant austerity measures being placed upon public sector bodies, which are our primary current funders.

376 These austerity measures will also have a severe and likely disproportionate impact upon our main constituency. According to national statistics, you're more likely to be in poverty if you are disabled, and more likely to be disabled if you live in poverty. These numbers increase for particular ethnic groups, such as Bangladeshi.

377 Given the demography of Tower Hamlets, we hope that we can use this information to encourage more funders to address the particular challenges our constituency faces.

378 Financial information

378.1 Share capital

379 Our organisation is a company limited by guarantee and therefore has no share capital.

379.1 Financial review

380 Financially it was quite a good year.

381 We had total income of £811,206, up from £573,642 last year. We had corresponding total expenditure of £746,120, compared to £667,277 last year. In the previous year we had a loss of £93,636, whereas this year we had an operating surplus of £65,086. £29,297 of this surplus related to restricted funds which will be spent over the next two years throughout the remaining life of those projects. This means that the operating surplus in year relating to unrestricted funds was £35,789.

382 This has meant that our total reserves now stand at £197,614 comprising £156,106 of unrestricted reserves and £41,508 of restricted reserves.

383 In the year ended 31 March 2021, we benefited from some Covid 19-specific funding streams which allowed us to deliver some crucial new projects. Whilst we know we will be changing some rowing constrained next year - for example we know we will no longer be the lead partner in the replacement to the Local Link service - we have other projects and activities coming on stream.

384 Going forward we have more work to do to stabilise the organisation in terms of funding streams following the change to our bigger projects. The budget for the year ended 31 March shows an anticipated loss of £45,386. Some of that is using up some of the restricted reserves, which will leave anticipated unrestricted reserves at 31 March 2022 of £116,389. We have also done projections up until 31 March 2023. We need to generate significant new income streams to protect our remaining unrestricted reserves, but we have a fundraising strategy and action plan in place to address that, and it remains the number one risk for the organisation to monitor.

384.1 Financial reserves policy

385 When considering the risks to the organisation, the trustees looked at the reserves policy. Total reserves at the year end represent 3.17 months of in-year total operating costs. It has previously been policy to maintain at least 3 months total operating costs for some years although the aspiration has been to grow this towards the level of 6 months' operating costs.

386 If any expenditure is to be incurred outside of the agreed budget for the year, that expenditure has to be agreed by the full board if it would involve a call on reserves during the year. The board would then consider the impact on reserves by incurring the additional expenditure.

387 The board has already considered the contribution towards central costs made by each separate project and established that there are adequate reserves to maintain services and operations across the organisation should any significant income stream not continue, pending any appropriate action or restructuring.

388 The board is planning to conduct another review of its reserves policy alongside its monitoring of the new fundraising strategy. The objective will be to have a clear understanding of how reserves are developed, and what they are kept for. A key part of this will be understanding where expenditure is avoidable and unavoidable, when different income streams start and finish, to have a more sophisticated model than just in relation to total operating costs.

388.1 Statement as to disclosure of information to auditors

389 The trustees, in their capacity as directors, state that in so far as each of the directors at the time this report was approved are aware:-

390 a) There is no relevant audit information of which the auditors are unaware, and

391 b) The trustees have taken all steps to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

391.1 Directors and Trustees' responsibilities

392 The trustees (who are also directors of Real DPO Ltd for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

393 Company law requires the trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of

the charitable company and of the incoming resources and application of resources, 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 2019 (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;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

394 The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

394.1 Methods of preparation of accounts

395 The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and 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).

396

397 This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

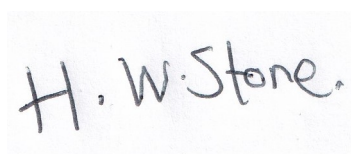
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399 Approved by the trustees on Friday, 17 December 2021 and signed on their behalf by:

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405 Henry Stone

406 Chair

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409 INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF:
410REAL DPO LTD

411 (Limited by Guarantee)

412

413Opinion

414

415 We have audited the financial statements of Real DPO Ltd (the 'charitable company') for the year ended 31 March 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

416

417 In our opinion the financial statements:

418

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2021, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

419

420 Basis for opinion

421

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

423

424 Conclusions relating to going concern

425

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

427

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

429

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

431

432 Other information

433

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

435

436 INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF:

437 REAL DPO LTD

438 (Limited by Guarantee)

439

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

441

442 We have nothing to report in this regard.

443

444 Opinions on other matters prescribed by the Companies Act 2006

445

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

447

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

448

449 Matters on which we are required to report by exception

450

451 In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' annual report.

452

453 We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

454

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
 - the financial statements are not in agreement with the accounting records and returns;
- or
- certain disclosures of directors' remuneration specified by law are not made; or
 - we have not received all the information and explanations we require for our audit; or
 - the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

455

456 Responsibilities of trustees

457

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

459

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

461

462 INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF:
463REAL DPO LTD

464 (Limited by Guarantee) /contd...

465

466 Auditor's responsibilities for the audit of the financial statements

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

469

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

471

472 • Enquiry of management and those charged with governance about actual and potential litigation or claims and the identification of non-compliance with laws and regulations.

473 • Reviewing minutes of meetings of those charged with governance.

474 • Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.

475 • Auditing the risk of management override of controls, including testing journal entries and other adjustments for appropriateness.

476 • Performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.

477 • Professional scepticism in course of the audit and with audit sampling in material audit areas.

478

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

480

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

482

483 Use of our report

484

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

486

487

488

489	Kevin Fisher BA FCA CTA (Senior Statutory Auditor)	
490	For and on behalf of Myrus Smith	
491	Chartered Accountants and Statutory Auditors	
492	Norman House	
493		8 Burnell Road
494		Sutton, Surrey
495		SM1 4BW
496		
497		30 March 2022

498REAL DPO LTD

499

500 STATEMENT OF FINANCIAL ACTIVITIES

501

502 (Incorporating Income and Expenditure Account)

503

504FOR THE YEAR ENDED 31 MARCH 2021

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506

512

518

524

530Income

536 Donations and legacies

542 Charitable activities

548 Investments

554 Other

560

566Total

572

578Expenditure

584

590 Charitable activities

596

602Total

608

614

620Net income/(expenditure)

626

632 Transfers between funds

638

644Net movement in funds

650

656Reconciliation of funds

662 Total funds brought forward

668

674Total funds carried forward

680

686

687

688 The Statement of Financial Activities includes all recognised gains and losses.

507 N o t e s	508 Unrest ricted	509 Restr icted	510 Total	511 Total
513	514 Funds	515 Fund s	516 202 1	517 2020
519	520 £	521 £	522 £	523 £
525	526	527	528	529
531	532	533	534	535
537 2	538 25,855	539 2,605	540 28,460	541 3,837
543 3	544 563,031	545 219,169	546 782,200	547 569,594
549 4	550 38	551 -	552 38	553 212
555	556 508	557 -	558 508	559 -
561	562	563	564	565
567	568 589,432	569 221,774	570 811,206	571 573,643
573	574	575	576	577
579	580	581	582	583
585	586	587	588	589
591 5	592 553,862	593 192,258	594 746,120	595 667,277
597	598	599	600	601
603	604 553,862	605 192,258	606 746,120	607 667,277
609	610	611	612	613
615	616	617	618	619
621 9	622 35,570	623 29,516	624 65,086	625 (93,634)
627	628	629	630	631
633 1 5	634 219	635 (219)	636 -	637 -
639	640	641	642	643
645	646 35,789	647 29,297	648 65,086	649 (93,634)
651	652	653	654	655
657	658	659	660	661
663 1 5	664 120,317	665 12,211	666 132,528	667 226,162
669	670	671	672	673
675 1 5	676£156,106	677 £41,508	678£197,614	679£132,528
681	682	683	684	685

689
690 All income and expenditure derive from continuing activities.
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709 The notes form part of these Financial Statements.

710 REAL DPO LTD
711
712 BALANCE SHEET
713
714 AS AT 31 MARCH 2021

717	718 Note s	719 2021	720 2020
721	722	723	724
725 FIXED ASSETS	726	727 £	728 £
731	732	733	734
	735	736	
737 Tangible fixed assets	738 12	739	740 14,34
		3	741
743	744	745	746
749 CURRENT ASSETS	750	751	752
755	756	757	758
	762 13	763 163,3	764
761 Debtors		67	765 172,8
	768	769 173,1	770
767 Cash at bank and in hand		53	771 70,25
	774	775	776
773		—	777
	780	781 336,5	782
779		20	783 243,0
785	786	787	788
791 CREDITORS: Amounts falling due	792	793	794
		795	796
797 within one year	798 14	799 153,2	800
		49	801 115,7
803	804	805	806
		—	807
809 NET CURRENT ASSETS	810	811	812 183,2
			813
815	816	817	818
		—	819
821 NET ASSETS	822 16	823	824 £197,614
	828	829	830
827			831
833	834	835	836
839 Represented by:	840	841	842
845	846	847	848
851 FUNDS	852	853	854
	858 15	859	860 156,1
857 Unrestricted Funds		06	861
	864 15	865	866 41,50
863 Restricted Funds		8	867
	870	871	872
869		—	873
	876	877	878 £197,614
875			879
	882	883	884
881			885
			886
887			—

888 These Financial Statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

889

890

891

892 Approved by the Board of Trustees on 17 December 2021 and signed on its behalf by:

893

894

H. W. Stone.

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899 Henry Stone
900 Trustee / Director
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904
905
906
907 The notes form part of these Financial Statements

908 REAL DPO LTD**909****910 CASH FLOW STATEMENT****911****912 FOR THE YEAR ENDED 31 MARCH 2021****913**

914	915 No	916	917 2020
918	tes	2021	
	919	920	921
		£	£
922	923	924	925
926 Cash flows from operating activities	927	928	929
930 Net movement in funds	931	932 65,086	933 (93,634)
934 Adjustments for:	935	936	937
938 Depreciation	939 12	940 5,408	941 6,140
942 Bank interest receivable	943 4	944 (38)	945 (212)
946 (Increase) / decrease in debtors	947	948 9,467	949 130,530
950 Increase / (decrease) in creditors	951	952 37,454	953 (104,155)
954	955	956	957
958 Net cash used in operating activities	959	960 117,377	961 (61,331)
962	963	964	965
966 Cash flows from investing activities	967	968	969
970 Bank interest received	971	972 38	973 212
974 Purchase of tangible fixed assets	975 12	976 (14,514)	977 (518)
978	979	980	981
982 Net cash used in investing activities	983	984 (14,476)	985 (306)
986	987	988	989
990 Increase / (decrease) in cash	991	992 102,901	993 (61,637)
994	995	996	997
998 Cash brought forward	999	1000 70,252	1001 131,889
1002	1003	1004	1005
1006 Cash carried forward	1007	1008 £173,153	1009 £70,252
1010	1011	1012	1013
1014	1015	1016	1017
1018	1019	1020	1021
1022	1023	1024	1025
		2021	2020
1026 Analysis of cash	1027	1028	1029
1030 Cash at bank and in hand	1031	1032 £173,153	1033 £70,252
1034	1035	1036	1037
1038			
1039			
1040			
1041			
1042			
1043			
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1062 The notes form part of these Financial Statements

1063 REAL DPO LTD

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1065 NOTES TO THE FINANCIAL STATEMENTS

1066

1067 FOR THE YEAR ENDED 31 MARCH 2021

1068

1. ACCOUNTING POLICIES

1069

1070

accounting

General information and basis of

1071

Real DPO Ltd is a registered charity (no. 1061671) and private company limited by guarantee (no. 03213172) registered in England and Wales. The liability in respect of the guarantee is limited to £1 per member. The registered office is given in the Reference and Administrative Details in the Trustees' Annual Report.

1072

1073

entity as defined by FRS 102.

The charity constitutes a public benefit

1074

1075

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

1076

1077

The financial statements are prepared on a going concern basis and under the historical cost convention. The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

1078

1079

Income recognition

1080

Items of income are recognised in the financial statements when all of the following criteria are met:

- The charity has entitlement to the funds;
- any performance conditions have been met or are fully within the control of the charity;
- there is sufficient certainty that receipt of the income is considered probable; and
- the amount can be measured reliably.

1081

Grants and donations are only recognised when the charity has unconditional entitlement to the resources. In the case of performance-related grants and contracts, the income is only recognised once the related services have been delivered. Where grants are awarded with specified or implied timeframes the income is recognised on a straight line basis over the grant period.

1083

The value of any voluntary help received is not included in the accounts but is described in the Trustees' Annual Report.

1085

1086 Gifts in kind

Gifts in kind are accounted for at a reasonable estimate of their value to the charity or the amount actually realised.

1088

Gifts in kind for sale or distribution are included in the accounts as gifts only when sold or distributed by the charity.

1090

Gifts in kind for use by the charity are included in the SOFA as incoming resources when receivable.

1092

1093 Donated services and facilities

These are only included in incoming resources (with an equivalent amount in resources expended) where the benefit to the charity is reasonably quantifiable, measurable and material. The value placed on these resources is the estimated value of the charity of the service or facility received.

1095

1096 Debtors and creditors receivable/payable within one year

1097 Debtors and creditors with no stated interest rate and which are receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised as expenditure.

1102

1103

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a legal or constructive obligation to make payment to a third party, it is probable that settlement will be required and the amount can be measured reliably.

1108

1109

Expenditure includes those costs of a direct nature which can be allocated to a specific activity. It also includes indirect costs, including governance costs that do not relate to a specific activity but are necessary to support those activities. Support costs are apportioned to each activity on the basis of staff time.

1110

1111

Governance costs include the preparation and audit of statutory accounts, trustee meetings and any legal advice obtained on governance or constitutional matters.

1112

1113

depreciation

1114

Fixed assets costing more than £500 are capitalised and depreciation over their estimated useful life at the following rates:

1115

1116

years straight line

1117

line

1118

1119

1120

The charity operates a defined contribution pension scheme. Contributions payable under the scheme are charged to the Statement of Financial Activities in the year to which they relate.

1121

1122

1123

Unrestricted general funds are freely available for use in furtherance of the objects of the charity and which have not been designated for specific purposes.

1124

1125

Designated funds are unrestricted funds set aside by the trustees for specific purposes.

1126

1127

Restricted funds are those funds which can only be used in accordance with specific restrictions imposed by the donor or which have been raised for a particular purpose.

1128

1129

1130

Operating lease rentals are recognised on a straight line basis over the period of the lease term.

1131

1132

1133

As a registered charity, the company is exempt from income and corporation tax to the extent that its income and gains are applicable to charitable purposes only. Value Added Tax is not recoverable by the company, and is therefore included in the relevant costs in the Statement of Financial Activities.

1134

1135

1136 1137 DONATIONS AND LEGACIES

2.

1142 1143

1. ACCOUNTING POLICIES /**Expenditure recognition**

Expenditure is recognised once there is a legal or constructive obligation to make payment to a third party, it is probable that settlement will be required and the amount can be measured reliably.

Governance costs include the preparation and audit of statutory accounts, trustee meetings and any legal advice obtained on governance or constitutional matters.

Tangible fixed assets and

Fixed assets costing more than £500 are capitalised and depreciation over their estimated useful life at the following rates:

Office equipment and furniture 3

Computer equipment 2 years straight

Pensions

The charity operates a defined contribution pension scheme. Contributions payable under the scheme are charged to the Statement of Financial Activities in the year to which they relate.

Fund accounting

Unrestricted general funds are freely available for use in furtherance of the objects of the charity and which have not been designated for specific purposes.

Designated funds are unrestricted funds set aside by the trustees for specific purposes.

Restricted funds are those funds which can only be used in accordance with specific restrictions imposed by the donor or which have been raised for a particular purpose.

Leases

Operating lease rentals are recognised on a straight line basis over the period of the lease term.

Taxation

As a registered charity, the company is exempt from income and corporation tax to the extent that its income and gains are applicable to charitable purposes only. Value Added Tax is not recoverable by the company, and is therefore included in the relevant costs in the Statement of Financial Activities.

1138

Unrestricted

1144

1139

Restricted

1145

1140

Total

1146

1141

Total

1147

	funds	Funds	2021	2020
1148 1149	1150	1151	1152 £	1153 £
	£	£		
1154 1155 Donations	1156 112	1157 -	1158 112	1159 540
1160 1161 Grants	1162 -	1163 2,605	1164 2,605	1165 2,597
1166 1167 Other grants	1168 25,743	1169 -	1170 25,743	1171 700
1172 1173	1174	1175	1176	1177
1178 1179	1180 £25,855	1181 £2,605	1182 £28,461	1183 £3,837
		5	0	
1184 1185	1186	1187	1188	1189
1190				
1191	Of the £3,837 recognised in 2020 £1,240 related to unrestricted funds and £2,579			
1192	related to restricted funds.			
1193				

1201							
1202							
1203	INCOME	FROM	CHARITABLE	1205	1206	1207	1208
3. ACTIVITIES				Unrestrict	Restrict	Total	Total
				ed	d		
1209	1210			1211	1212	1213	1214
				funds	funds	2021	2020
1215	1216			1217	1218	1219 £	1220 £
				£	£		
1221	1222 Grants and contracts			1223	1224	1225	1226
1227	1228 IAA Local Link			1229 485,00	1230 -	1231 485,00	1232 485,00
1233	1234 IAA Hate Crime			1235 18,531	1236 -	1237 18,531	1238 22,136
1239	1240 IAA Edith			1241 -	1242 -	1243 -	1244 1,413
1245	1246 Engagement			1247 59,500	1248 -	1249 59,500	1250 61,045
1251	1252 LCF - TCOYL			1253 -	1254 72,905	1255 72,905	1256 -
1257	1258 LCRF			1259 -	1260 5,521	1261 5,521	1262 -
1263	1264 WTT			1265 -	1266 5,500	1267 5,500	1268 -
1269	1270 LCF - Then & Now			1271 -	1272 135,243	1273 135,243	1274 -
1275	1276			1277	1278	1279	1280
				—	—	—	—
1281	1282			1283 £563,031	1284 £219,169	1285 £782,204	1286 £569,594
1287	1288			1289	1290	1291	1292
				—	—	—	—
1293							
1294							
							All of the £569,594 recognised in 2020
1295							
1296	1297 INVESTMENT INCOME			1298	1299	1300	1301
4.				Unrestrict	Restrict	Total	Total
				ed	d		
1302	1303			1304	1305	1306	1307
				funds	funds	2021	2020
1308	1309			1310	1311	1312	1313
1314	1315 Bank interest			1316 £38	1317 £Nil	1318 £38	1319 £212
1320	1321			1322	1323	1324	1325
				—	—	—	—
1326							
1327							
							All of the £212 recognised in 2020
1328							
1329	1330 EXPENDITURE	ON		1331	1332	1333	1334
5. CHARITABLE				Direct	Support	Total	Total
1335	1336 ACTIVITIES			1337	1338	1339	1340
				costs	costs	2021	2020
1341	1342			1343	1344	1345	1346
				£	£	£	£
1347	1348			1349	1350	1351	1352

1353	1354	IAA Local Link	1355379,408	1356 53,285	1357 432,693	1358 464,991
1359	1360	IAA Hate Crime	136118,4272	1362 5,672	1363 24,099	1364 24,334
1365	1366	IAA Edith	1367 -	1368 -	1369 -	1370 3,405
1371	1372	Engagement	137336,7330	1374 9,590	1375 46,323	1376 89,275
1377	1378	LCF - TCOYL	137940,36863	1380 27,463	1381 67,831	1382 -
1383	1384	LCRF	1385 5,059	1386239	1387 5,298	1388 -
1389	1390	WTT	1391 2,784	1392 -	1393 2,784	1394 -
1395	1396	LCF - Then & Now	139778,95977	1398 34,777	1399 113,736	1400
1401	1402	ATW	1403 -	1404 2,609	1405 2,609	1406 2,585
1407	1408	Core	1409 -	1410 50,747	1411 50,747	1412 82,687
1413	1414		1415—	1416—	1417—	1418—
1419	1420		1421£561,738	1422£184,382	1423 £746,1120	1424 £667,277
1425	1426		1427=====	1428=====	1429=====	1430=====
1431			=	=	=	=

1432 Of the £746,120 (2020: £667,277) expenditure recognised in 2021, £553,862 (2020 : £664,692) was charged to unrestricted funds and £192,258 (2020: £2,585) was charged to restricted funds.

1433 REAL DPO LTD

1434

1435 NOTES TO THE FINANCIAL STATEMENTS

1436

1437 FOR THE YEAR ENDED 31 MARCH 2021

1438

1439 /contd...

1440

1441

1442 1443 ANALYSIS OF DIRECT COSTS

6.

1446 1447

1450 1451

1454 1455 Salaries and pension

1458 1459 Freelance and temporary staff

1462 1463 Staff costs

1466 1467 Volunteers expenses

1470 1471 External meetings

1474 1475 Membership and subscriptions

1478 1479 Marketing

1482 1483 Project partner costs

1486 1487 Other project costs

1490 1491

1494

1498

1502

1503 1504 ANALYSIS OF SUPPORT COSTS

7.

1507 1508

1511 1512

1515 1516 Salaries and pension

1519 1520 Freelance and temporary staff

1523 1524 Staff costs

1527 1528 Volunteers expenses

1531 1532 Membership and subscriptions

1535 1536 External meetings and events

1539 1540 IT support and maintenance

1543 1544 Insurance

1547 1548 Rent

1551 1552 Telephone

1555 1556 Office expenses

1559 1560 HR advice

1563 1564 Depreciation

1567 1568 Bank charges

1571 1572 Health and safety

1575 1576 Governance costs (see Note 8)

1579 1580

1583

1587

1591

1592

1444	20	1445	20
	21		20
1448	£	1449	£
1452		1453	
1456	260,1	1457	201,5
46		94	
1460	4,972	1461	-
1464	3,758	1465	1,149
1468	-	1469	329
1472	250	1473	1,164
1476	2,677	1477	1,178
1480	505	1481	359
1484	286,3	1485	264,6
25		73	
1488	3,105	1489	5,370
1492	—	1493	—
—		—	
1495	1496	£561,	1497
	738		£475,
1499	1500	—	1501
	=		=

1505	20	1506	20
	21		20
1509	£	1510	£
1513		1514	
1517	125,5	1518	117,1
97		70	
1521	18,08	1522	22,82
1		5	
1525	3,319	1526	8,038
1529	-	1530	1,635
1533	850	1534	1,716
1537	-	1538	242
1541	11,57	1542	11,71
8		9	
1545	1,500	1546	1,598
1549	8,000	1550	8,000
1553	2,637	1554	4,015
1557	324	1558	2,052
1561	2,514	1562	2,481
1565	5,408	1566	5,056
1569	97	1570	74
1573	158	1574	354
1577	4,319	1578	4,486
1581	—	1582	—
—		—	
1584	1585	£184,	1586
	382		£191,
1588	1589	—	1590
	=		=

1593 REAL DPO LTD

1594

1595 NOTES TO THE FINANCIAL STATEMENTS

1596

1597 FOR THE YEAR ENDED 31 MARCH 2021

1598

1599 /contd...

1600

1601

16021603 GOVERNANCE COSTS

8.

1606 1607

1610 1611

1614 1615 Trustees' expenses

1618 1619 Audit fees

1622 1623 Filing costs

1626 1627

1630 1631

1634 1635

1638

1639

16401641 NET INCOME/(EXPENDITURE) FOR THE YEAR

9.

1644 1645

1648 1649 This is stated after charging:

1652 1653 Auditor's remuneration - audit services

1656 1657 - non-audit services
(accountancy)

1660 1661 Depreciation

1664 1665 Operating lease rentals

1668 1669

1672

1673

1674 1675 STAFF COSTS

10.

1678 1679

1682 1683

1686 1687 Salaries

1690 1691 Social security costs

1694 1695 Pension costs

1698 1699

1702

1706

1710

1711 No employee received employee benefits (excluding employer pension costs) of more than £60,000 in either year.

1712

1713 The average number of employees based on full-time equivalents was 10.6 (2020: 8.8). The average monthly number of employees was 14 (2020: 12).

1714

1715 Total employee benefits received by key management personnel amounted to £64,190 (2020: £64,212).

1716

1604 20 1605 20

21 20

1608 £ 1609 £

1612 1613

1616551 1617718

16203,720 16213,720

1624 48 1625 48

1628— 1629—

—

1632 £4,31 1633 £4,48

9 6

1636— 1637—

1642 20 1643 20

21 20

1646 1647

1650 1651

1654 £3,12 1655 £3,12

0

0

1658 £600 1659 £600

1662 £5,40 1663 £6,14

8

0

1666 £8,00 1667 £8,00

0

0

1670— 1671—

1676 20 1677 20

21 20

1680 £ 1681 £

1684 1685

1688350,3 1689288,4

66

46

1692 27,22 1693 22,97

7

6

1696 8,150 1697 7,342

1700— 1701—

—

—

1704 £385, 1705 £318,

743 764

1707 1708— 1709—

—

—

1717 Under FRS102, employee benefits include gross salary, benefits in kind,
employer's national insurance contributions and employer's pension costs.

1718

1719

172011.

TRUSTEES' REMUNERATION AND

EXPENSES

1721

1722 The trustees received no remuneration during either year. Travel and subsistence
costs of £Nil (2020: £59) were reimbursed to Nil (2020: three) trustees. The cost of
providing refreshments at Board meetings amounted to £Nil (2020: £71), trustees training
£Nil (2020: £282) and trustees insurance of £551 (2020 : £306).

1723

1724 REAL DPO LTD

1725

1726 NOTES TO THE FINANCIAL STATEMENTS

1727

1728 FOR THE YEAR ENDED 31 MARCH 2021

1729

1730 /contd...

1731

1732

1733

173 1735 TANGIBLE FIXED ASSETS**17401741****17461747****17521753****1758**1759 Cost:**1764**1765 At 1 April 2020**1770**1771 Additions**1776**1777 Disposals**1782**1783**1788**1789 At 31 March 2021**1794**1795**1800**1801 Depreciation:**1806**1807 At 1 April 2020**1812**1813 Charge for year**1818**1819 Eliminated on disposal**1824**1825**1830**1831 At 31 March 2021**1836**1837**1842**1843 Net Book Value:**1848**1849 At 31 March 2021**1854**1855**1860**1861 At 31 March 2020**1866**1867

1872

1873

1874

1875

187 1877 DEBTORS

1880 1881

1884 1885

1888 1889 Trade debtors

1892 1893 Accrued income

1896 1897 Prepayments

1900 1901 Other debtors

1904 1905

1908 1909

1912 1913

1916 1917

1736	1737	Furn	1738	Com	1739
1742	1743	Fixtu	1744	and	1745
1748	1749	Equi	1750	Equi	1751
1754	1755	£	1756	£	1757
1760	1761		1762		1763
1766	1767	5,784	1768	95,485	1769
1772	1773	-	1774	14,514	1775
1778	1779	-	1780	-	1781
1784	1785	=====	1786	=====	1787
1790	1791	5,784	1792	109,99	1793
1796	1797	=====	1798	=====	1799
1802	1803		1804		1805
1808	1809	5,784	1810	90,248	1811
1814	1815	-	1816	5,408	1817
1820	1821	-	1822	-	1823
1826	1827	=====	1828	=====	1829
1832	1833	5,784	1834	95,656	1835
1838	1839	=====	1840	=====	1841
1844	1845		1846		1847
1850	1851	£Nil	1852	£14,34	1853
1856	1857	=====	1858	=====	1859
1862	1863	£Nil	1864	£5,237	1865
1868	1869	=====	1870	=====	1871

1878	2021	1879	2020
1882	£	1883	£
1886		1887	
1890	131,681	1891	150,696
1894	23,975	1895	19,301
1898	7,684	1899	2,837
1902	27	1903	-
1906	=====	1907	=====
1910	£163,36	1911	£172,83
1914	=====	1915	=====
1918		1919	

1920 REAL DPO LTD

1922 NOTES TO THE FINANCIAL STATEMENTS 1924 FOR THE YEAR ENDED 31 MARCH 2021

1926 /contd...

1927

1928 1929				1930	1931
193 1933 CREDITORS: Amounts falling due within one				1934 2021	1935 2020
1936 1937				1938 £	1939 £
1940 1941				1942	1943
1944 1945 Trade creditors				1946 19,931	1947 12,070
1948 1949 Other creditors				1950 -	1951 1,597
1952 1953 Social security and other taxes				1954 8,607	1955 5,142
1956 1957 Accrued expenses				1958 124,711	1959 96,986
1960 1961				1962	1963
1964 1965				1966 £153,24	1967 £115,79
1968 1969				1970	1971
1972					
1973					
1974 1975 MOVEMENT	1976 Bala	1977	1978	1979	1980 Balan
15 IN FUNDS	nce at				ce at
1981 1982	1983 1	1984	1985	1986	1987 31
	April				March
1988 1989	1990 202	1991 Inc	1992 Exp	1993 Tr	1994 2021
	0	ome	enditur	ansf	
			e	ers	
1995 1996	1997 £	1998 £	1999 £	2000 £	2001 £
2002 2003 Unrestricted	2004	2005	2006	2007	2008
funds					
2009 2010 General funds	2011 120,3	2012 589,	2013 (553,8	2014 219	2015 156,10
	17	432	62)		6
2016 2017	2018	2019	2020	2021	2022
	—	—	—	—	—
2023 2024	2025 120,3	2026 589,	2027 (553,8	2028 219	2029 156,10
	17	432	62)		6
2030 2031	2032	2033	2034	2035	2036
	—	—	—	—	—
2037 2038 Restricted	2039	2040	2041	2042	2043
funds					
2044 2045 LCF - TCOYL	2046 -	2047 72,9	2048 (67,83	2049 -	2050 5,074
		05	1)		
2051 2052 LCRF	2053 -	2054 5,52	2055 (5,298	2056 (22	2057 -
		1)	3)	
2058 2059 WTT	2060 -	2061 5,50	2062 (2,784	2063 -	2064 2,716
		0)		
2065 2066; LCF - Then & Now	2067 -	2068 135,	2069 (113,7	2070 -	2071 21,507
		243	36)		
2072 2073 ILS - PHB	2074 551	2075 -	2076 -	2077 -	2078 551
2079 2080 ILS - SFC	2081 11,66	2082 -	2083 -	2084 -	2085 11,660
	0				
2086 2087 ATW	2088 -	2089 2,60	2090 (2,609	2091 4	2092 -
		5)		
2093 2094	2095	2096	2097	2098	2099
	—	—	—	—	—
2100 2101	2102 12,21	2103 221,	2104 (192,2	2105 (21	2106 41,508
	1	774	58)	9)	
2107 2108	2109	2110	2111	2112	2113
	—	—	—	—	—
2114 2115 Total funds	2116 £132,	2117 £811	2118 £(746,	2119 £Nil	2120 £197,6
	528	,206	120)		14

2121	2122	2123=====	2124=====	2125=====	2126=====	2127=====
		=	=	=	=	
2128	2129					
2130						

2131 A description of the above funds can be found in the Trustees' Annual Report. Transfers have been made from restricted funds to general funds as the ATW project is completed.

2132 REAL DPO LTD

2133
2134 NOTES TO THE FINANCIAL STATEMENTS
2135
2136 FOR THE YEAR ENDED 31 MARCH 2021

2137
2138 /contd...

2139

2140					
2141 2142 MOVEMENT	2143	2144	2145	2146	2147
15 IN FUNDS					
2148 2149 contd	2150	2151	2152	2153	2154
2155 2156					
2157 Comparative information for the movement in funds in the previous financial year is as follows:					
		2158			
2159 2160	2161 Bala	2162	2163	2164	2165 Balan
	nce at				ce at
2166 2167	2168 1	2169	2170	2171	2172 31
	April				March
2173 2174	2175 201	2176 Inc	2177 Exp	2178 Tr	2179 2020
	9	ome	enditur	ansf	
			e	ers	
2180 2181	2182 £	2183 £	2184 £	2185 £	2186 £
2187 2188 Unrestricted	2189	2190	2191	2192	2193
funds					
2194 2195 General funds	2196 213,9	2197 571,	2198 (664,6	2199 12	2200 120,31
	51	046	92)		7
2201 2202	2203 —	2204 —	2205 —	2206 —	2207 —
	—	—	—	—	—
2208 2209	2210 213,9	2211 571,	2212 (664,6	2213 12	2214 120,31
	51	046	92)		7
2215 2216	2217 —	2218 —	2219 —	2220 —	2221 —
	—	—	—	—	—
2222 2223 Restricted	2224	2225	2226	2227	2228
funds					
2229 2230 ILS - PHB	2231 551	2232 -	2233 -	2234 -	2235 551
2236 2237 ILS - SFC	2238 11,66	2239 -	2240 -	2241 -	2242 11,660
	0				
2243 2244 ATW	2245 -	2246 2,59	2247 (2,585	2248 (12	2249 -
		7))	
2250 2251	2252 —	2253 —	2254 —	2255 —	2256 —
	—	—	—	—	—
2257 2258	2259 12,21	2260 2,59	2261 (2,585	2262 -	2263 12,211
	1	7)		
2264 2265	2266 —	2267 —	2268 —	2269 —	2270 —
	—	—	—	—	—
2271 2272 Total funds	2273 £226,	2274 £573	2275 £(667,	2276 £Nil	2277 £132,5
	162	,643	277)		28
2278 2279	2280 —	2281 —	2282 —	2283 —	2284 —
	—	—	—	—	—
2285 2286	2287	2288	2289	2290	2291
2292 2293					
2294 A description of the above funds can be found in the Trustees' Annual Report. Transfers have been made from restricted funds to general funds.					
2295					
2296					
2297 2298 NET ASSETS BETWEEN	2299	2300 Unre	2301 Re	2302 Tot	
16 FUNDS		stricted	strict	al	
		ed	ed		
2303 2304	2305	2306 funds	2307 fund	2308 fund	
			s	s	

2309 2310	2311	2312 £	2313 £	2314 £
2315 2316	2317	2318	2319	2320
2321 2322 Fixed assets	2323	2324 14,343	2325 -	2326 14,343
2327 2328 Current assets	2329	2330 295,012	2331 41,508	2332 2336,520
2333 2334 Current liabilities	2335	2336 (153,249)	2337 -	2338 (153,249)
2339 2340	2341	2342 —	2343 —	2344 —
2345 2346 As at 31 March 2021	2347	2348 £156,106	2349 £41,508	2350 £197,614
2351 2352	2353	2354 —	2355 —	2356 —
2357 2358	2359	2360	2361	2362
2363				
2364				

2365 REAL DPO LTD

2367 NOTES TO THE FINANCIAL STATEMENTS 2369 FOR THE YEAR ENDED 31 MARCH 2021 2371 /contd...

2372

2373

2374 2375 **NET ASSETS BETWEEN** 2376 2377 2378 2379
16 **FUNDS** contd

2380

2381

2382 Comparative information for the analysis of net assets between funds in the previous financial year is as follows:

2384 2385	2383 2386	2387 Unrest	2388 Restr	2389 Total
2390 2391	2392	ricted	icted	fund
2396 2397	2398	2399 £	2400 £	s
2402 2403	2404	2405	2406	s
2408 2409 Fixed assets	2410	2411 5,237	2412 -	2413 5,237
2414 2415 Current assets	2416	2417 230,875	2418 12,211	2419 243,086
2420 2421 Current liabilities	2422	2423 (115,795)	2424 -	2425 (115,795)
2426 2427	2428	2429 —	2430 —	2431 —
2432 2433 As at 31 March 2020	2434	2435 £120,317	2436 £12,211	2437 £132,528
2438 2439	2440	2441 —	2442 —	2443 —
2444 2445	2446	2447	2448	2449

2450

2451

2452 **17. RELATED PARTY TRANSACTIONS**

2453

2454 There have been no transactions with related parties during the year ended 31 March 2021 or the preceding year other than those set out in notes 10 and 11.

2455

2456

2457 **18. CONTINGENT ASSETS**

2458

2459 Total grant funding awarded as at 31 March 2021 but not yet received and recognised as income due to the recognition criteria not being met amounts to £416,296.