

**REAL DPO LTD**

(Limited by Guarantee)

Company Number: 03213172

Charity Number: 1061671

**ANNUAL REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2022**

**Myrus Smith**

Chartered Accountants

Norman House  
8 Burnell Road  
Sutton, Surrey  
SM1 4BW

**REAL DPO LTD**  
(Limited by Guarantee)  
Company Number: 03213172  
Charity Number: 1061671

**FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2022**

<b>CONTENTS</b>	<b>PAGES</b>
Trustees' Annual Report	3 - 31
Independent Auditors' Report	32 - 34
Statement of Financial Activities	35
Balance Sheet	36
Cash Flow Statement	37
Notes forming part of the Financial Statements	38 - 46

# Real DPO Ltd

## Trustees Report 2021-2022

1	Chair and Trustees' statement	5
2	Introduction from our CEO	5
3	Name, registered office and constitution	6
4	About Real	6
	4.1 Our vision	6
	4.2 Our mission	6
	4.3 Our values	6
	4.4 Our strategic objectives	7
	4.5 Our organisational objectives	8
5	Public benefit provided by the charity	10
	5.1 Information, Advice and Advocacy (Local Link)	11
	5.2 Real's Advocacy Service (Tower Hamlets Connect)	11
	5.3 CATCH (hate crime advocacy)	13
	5.4 THEN and NOW	14
	5.5 Taking Control of Your Life	16
	5.6 Covid-19 Outreach and Messaging Project (COMP-D)	19
	5.7 Digital Inclusion Project	19
	5.8 CDAP	19
	5.9 Strengthening Voices, Realising Right (Fair Care London)	22
6	Plans for future periods	22
7	Significant events after the year-end	22
8	Administration	23
	8.1 Trustees	23
	8.2 Statutory Auditors	23

8.3	Bankers	23	
9	Structure, governance and management	23	
9.1	Management pay	24	
10	Risks	24	
10.1	Approach to risk management	24	
10.2	Risk analysis	25	
10.3	Wider economic environment	28	
11	Financial information	29	
11.1	Share capital	29	
11.2	Financial review	29	
11.3	Financial reserves policy	29	
11.4	Statement as to disclosure of information to auditors	30	
11.5	Directors and Trustees' responsibilities	30	
11.6	Methods of preparation of accounts	31	

# **1 Chair and Trustees' statement**

The Board of Trustees present their annual report and accounts for the year ended 31 March 2022. The Board is satisfied with Real DPO Ltd's performance during the year and the position at 31 March 2022.

The trustees would like to acknowledge the hard work, dedication and innovation of Real's management team and staff over a period of continued challenge and change. As ever, they strive to evolve and expand the organisation's work to meet the needs of the disabled people of Tower Hamlets in line with our aims and objectives. The board is ceaselessly impressed with the resilience, imagination, creativity, competencies, and skills of our staff in dealing with the obstacles and opportunities that come our way. Together they continue make a real difference to the lives of disabled people in Tower Hamlets.

I would also like to thank the rest of the trustees for their time and support throughout the year.

The Board commends to you the annual report.

Henry Stone

Chair

# **2 Introduction from our CEO**

After the start of the pandemic, this year was one of consolidation. Continuing to build our success and reputation as a leading force for positive change through supporting effective coproduction work. This was through a number of projects in our Engagement, Coproduction and Voice team. The effective and compelling work we were able to deliver on behalf Tower Hamlets Council showed that we were a natural ally to helping them deliver good public services, whilst still being able to maintain the "critical friend" role and ensure we maintained our independent thinking and voice.

We also continued to provide high quality advocacy and advice work. We also had the start of an exciting new two-year project with four other London-based Deaf and Disabled People's Organisations.

Predominantly everyone continued to work from home but we did start returning to some office-based working towards the end of the year. And although this meant less opportunities to engage with some of our core constituency, we were able to adapt and evolve to meet the needs of other people in different ways.

Mike Smith

Chief Executive

### 3 Name, registered office and constitution

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.

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

Date of Incorporation: 12th June 1996

Date of Registration: 4th April 1997

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

## 4 About Real

### 4.1 Our vision

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.

### 4.2 Our mission

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.

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.

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.

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.

### 4.3 Our values

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.

#### **4.4 Our strategic objectives**

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

##### **Disabled people have increased income and an improved standard of living**

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.

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.

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.

**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.**

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

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

There is a lack of access to affordable, accessible housing, especially in Tower Hamlets where land values, house prices and rents are high.

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.

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.

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

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

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.

Transport, and the environment we live in, are not nearly as accessible as they should be for a wide range of impairments.

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.

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

### **There is attitudinal change around disability**

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.

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.

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

## **4.5 Our organisational objectives**

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.

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

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

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.

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.

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

### **Improved reach and connections with our members, constituents and stakeholders**

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.

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.

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.

### **Financial sustainability**

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.

### **Understanding the impact of everything we do**

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.

## **Contributing to strategic change at local, London and national level**

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.

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 Hamlets Community Advice Network. Where relevant to specific projects we will also work within alliances such as the No Place for Hate Forum.

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.

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.

## **5 Public benefit provided by the charity**

In forming our objectives, the Trustees have given due regard to the Charity Commission’s guidance on public benefit. One of the organisational objectives detailed in our 5-year strategic plan is to reach more people more effectively. While there is room for improvement, we’ve been able to both expand and deepen engagement with our community over the financial year 2021-22.

This chapter covers the many and varied areas of work we do to serve Disabled people in Tower Hamlets, showing both the breadth and quality of the support we have provided for the public benefit.

Real provides the following services in furtherance of its charitable objectives:

0. IAA - Information, Advice and Advocacy service (Local link)
1. Real’s Advocacy Service (Tower Hamlets Connect)
2. CATCH: hate crime advocacy
3. THEN & NOW
4. Taking Control of Your Life
5. Covid-19 outreach and messaging project
6. Digital Inclusion Project
7. Covid-19 disability access project
8. SVRR (Fair Care London)

## **5.1 Information, Advice and Advocacy (Local Link)**

Local Link ended on 16 July 2021 and was replaced by a new information, advice and advocacy project called Tower Hamlets Connect, which commenced 19 July 2021. Real does not lead the new project and instead is a delivery partner for advocacy services.

## **5.2 Real's Advocacy Service (Tower Hamlets Connect)**

Tower Hamlets Connect is a consortium of local organisations providing information, advice and advocacy.

Age UK East London are the lead organisation for Tower Hamlets Connect. Tower Hamlets Connect is similar to the former Local Link – it features the same local organisations, including Real. Where it differs is that it also incorporates the front-door for Adult Social Care. When people have queries relating to social care, existing care packages or new enquiries, they're initially dealt with through Tower Hamlets Connect.

Real is one of the partner organisations delivering non-statutory advocacy.

During this financial year, it was a slow start to the service, with minimal engagement between partners. This has been while Age UK manage the staff that were transferred from the council and who operate the Tower Hamlets Connect enquiry line.

The latest information from Age UK states that council have agreed a restructure of the first response team and once this is mobilised, Age UK will focus on developing the partnership. This will allow more front-line staff at THC, which will enable more capacity to take on calls and referrals to the service.

Real is contracted to provide 25.5hrs/week of advocacy, 66% of which is expected to be recorded casework. At least 10% of cases should receive feedback forms from clients upon closure. Case notes must be recorded on Age UK's Charity Log.

### **Real's Advocacy Service**

Our Advocacy Service provides advocacy and support to people with physical, sensory and neuro-impairments (including older people and young people in transition). The service we provide 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.

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 and renewed in 2020.

The areas in which we provide support most often include:

- social care

- housing
- legal issues
- health
- employment support services
- education and training opportunities
- leisure opportunities.

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.

## **Feedback on THC project**

During the year, Real's advocates have supported people with 110 issues: 50 were independent advocacy casework, and 60 were advocacy enquires. These range across all the areas we provide support on, the largest areas of support have been with housing, social care, and benefits.

Our advocacy project has been using the new Customer Satisfaction Questionnaire for the THC contract. During this period, the project has closed 15 advocacy cases and have received 10 feedback reports from the clients. We will continue to get feedback forms to improve and develop our service.

Our clients have been very content with our service and gave positive feedback. Clients reported they had been given a lot of support by their Advocate and this was delivered in a way which met their access and communication needs. All 10 feedbacks from respondents would recommend our services to other clients.

## **Testimonials**

"Thank you so much for your support, I really appreciate it".

"My advocate listened to my views and supported me in the meeting with different professional".

"I would like to say thank you very much to my advocate for the support I received from her."

Clients also report they felt more confident speaking with professionals by themselves after getting support from advocates in meetings who helped them to prepare for it.

The outcomes achieved by some of the clients who requested advocacy support are:

- One of our clients wanted to be able to shower independently but couldn't get help. We supported them to get in contact with the occupational therapy (OT) service and sort out a needs assessment. After liaising with the OT team and providing support during the assessment, the client was able to get equipment for the bathroom and is now able to use the shower without assistance.

- A client who has received a care package of 4 hours a week with Outward, is now excited about having support to live independently after being socially isolated for 5 years. For the last few years, he has only been in the company of his mum. He is now looking forward to extending his network making new connections and being less reliant on his family.

We have signposted our client to our Consortium partners for benefit and specialist housing advice.

### **5.3 CATCH (hate crime advocacy)**

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 of hate Crime, with the latter three being DPOs that support people who have experienced Disability Hate Crime.

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.

Real joined in 2020 and provides support related to disability hate crime advocacy. The contract comes from the Mayor's Office for Policing and Crime (MOPAC) and was renewed in October 2021.

Real is funded for 14 hours per week (0.4 full-time equivalent). The contract has been extended by one year and is due to end October 2023.

During this financial year, Real supported 38 people who have experienced Disability Hate Crime.

We support people by:

- providing a safe space to talk
- exploring the options available to people
- advising on rights and how to use them
- supporting them to report to police
- helping to access other support and services, such as counselling or housing.

### **Case Study**

A client accessed the Catch project for help with long-standing abuse from a neighbour in the same block of flats. The neighbour lived on a floor above the client and had been verbally abusing them as well as the client's family and carer; throwing things from the balcony into client's garden; and harassing them.

Our advocate encouraged the client to report the incidents to the police, but the client felt there was no point as they had not taken action before and had said there was not enough evidence. The client's housing association had said that it was a neighbour dispute, with both parties claiming abuse. Our client continued reporting incidents to the housing association, but they felt they were ignoring them and not taking any action.

Our advocate helped the client make a formal complaint to the housing association on grounds of ignoring the client and mis-categorising the client's reports as an ASB/neighbour-dispute, failing to recognise their severity, the hate-motivation and the impact it was having on the client. The client asked for their priority banding on the housing list to be increased. The housing association's response to the complaint did not uphold any of the client's points and left their housing priority unchanged.

From this point on, the client, the advocate and the local law service, worked together, making formal appeals and putting pressure on the housing association to recognise the client's need to move and to offer alternative accommodation. Eventually, after seven months of support, the housing association accepted a higher priority banding and the client successfully bid on a different property.

The client was very pleased with this positive outcome and reported increased well-being; ability to cope; feeling of safety and empowerment.

The project's outcomes achieved throughout the year April 2021 to March 2022 have strengthened the following of Real's strategic objectives:

- Disabled people have increased income and an improved standard of living.
- Disabled people are more able to live independently, express their views, and participate in their communities.

## **Moving forward**

We recently made the operational decision to run our support planning/action planning project, Taking Control of Your Life, alongside our advocacy work. This is because the action planning has more in common with advocacy than it does strict advice. We have created a multi-purpose role which can work across different projects and teams to increase service capacity within the organisation. Having a multi-skilled person in this role means our clients can receive holistic support from one place.

## **5.4 THEN and NOW**

Since 2020, Real has been funded by Tower Hamlets Council's Local Community Fund to deliver an inclusive employment project called THEN and NOW. Multiple data sources have highlighted the employment gap, the earnings gap and the poverty gap between Disabled and non-Disabled people, and Tower Hamlets has the highest levels of unemployment of any borough in East London. Multiple sources have also highlighted that many Disabled people have stopped seeking work, promotions or been managed out of their jobs because of negative experiences with employers and access issues.

Where THEN and NOW works differently to most employment projects, is our main beneficiaries are employers rather than Disabled individuals. Seeking to instead address the structural barriers that Disabled people face in employment that engenders these realities. We firmly believe this approach allows us to deliver more impactfully and is more in line with the Social Model.

The project is a consortium, with us leading and working in partnership with:

Evenbreak: A social enterprise who currently host the UK's only job board designed with accessibility in mind. Evenbreak also provide a 1-1 coaching service for Disabled jobseekers with Advisers who similarly have lived experience of disability.

PurpleSpace: The global leading hub for Disabled employee networks and resource groups.

The Legal Advice Centre: Based in Tower Hamlets, the Legal Advice Centre provides 1-1 expertise to Disabled residents facing more complex issues in the field of employment.

In our second year of operations, some of the work we've achieved includes:

- With the Tower Hamlets Employers Network (THEN), our Advisers have delivered over 91 hours of one-to-one specialised support to 31 different local employers. Some of the specific issues that have arisen through our advice service are:
  - Guidance on implementing reasonable adjustments,
  - How to re-open businesses premises following the Covid-19 pandemic in a way that enables Disabled people to access the service safely and confidently,
  - Registering for the DWP's Disability Confident Scheme, which requires employers to offer Disabled people who meet the essential criteria for an open position an interview at their workplace.
- We held 6 workshops with our partners Evenbreak and PurpleSpace on essential topics like inclusive recruitment, job design and more. We had over 120 expressions of interests in these workshops, and 100% of attendees said that the workshops have helped them to have a better understanding of disability and accessibility.
- With our co-production group, the Network of Workers (NOW), we held 7 workshops on various areas of disability employment. Some highlights include a workshop on building confidence with Evenbreak's career coaches, an educational session on disability employment rights, and our group submission to the Government's consultation on mandatory disability workforce reporting.
- Our co-produced inclusive employment guides have continued to be a valuable resource for employers. Embedded with the views and experiences of NOW at their core, one employer noted how the guides marked a complete shift for their

organisation: 'It's been amazing. We implemented our way of working and reviewed all our policies and procedures according to what we learnt.'

- 100% of THEN members said they would feel more confident employing a Disabled person and better understood their responsibilities under the Equality Act 2010 since engaging with our project.
- Our partnership with the Legal Advice Centre resulted in 62 Disabled Tower Hamlets residents either gaining or retaining employment, which then resulted in better financial outcomes for those individuals.

### **Case study: THEN Member: The Yard Theatre**

The Yard Theatre are a local employer who attended our very first inclusive employment workshop on the benefits of employing Disabled people. Following the workshop, they expressed a desire to review and improve the inclusion and accessibility of their organisation and had a one-to-one advice session with our team. We have since had multiple meetings with them, and through our partnership The Yard Theatre has:

- Gained Disability Confident status and signed up to the Guaranteed Interview Scheme.
- Revised their recruitment process, ensuring all job adverts are easy-to-read and interested Disabled candidates can submit their applications in whatever format would be most accessible for them.
- Advertised open positions on Evenbreak's accessible job board.
- Employed two new Disabled staff members and trained all staff on disability awareness and equality.

"The project has been vital to us as an organisation and has enabled us to achieve a lot in terms of creating broad policies, as well as supporting staff members on an individual level! We have had positive feedback from Disabled people for our recruitment processes since we have been working with Real, so we're really pleased that we have been able to come such a long way in a relatively short period of time with their support. Really looking forward to being able to continue to remove disabling barriers across our organisation with the support of THEN!" – The Yard Theatre

## **5.5 Taking Control of Your Life**

Real's Taking Control of Your Life (TCOYL) project empowers disabled people in Tower Hamlets to have more choice and control in their life by providing in-depth and holistic action planning to support clients to achieve their goals, identify support available to them and help them manage their impairments.

Alongside the 1:1 action planning, we run a co-production network with local disabled people in order to make care services more accessible. The steering group meets every



two months to identify the barriers local disabled people face. We then explore creative solution]s to dismantle these.

We have helped our clients with a wide range of different issues, including:

- Applications for charitable grants.
- Personal health budgets.
- Finding volunteering opportunities.
- Moving out for the first time.

In this financial year, we supported 42 disabled people: we helped them to travel independently, improve their financial independence, increase participation in their community, procure white goods, connect with local services, create holistic support plans, support someone to set up a social enterprise. We helped clients to secure a mobility scooter, attend accessible events, obtain an Education and Health Care Plan, attend peer support networks, a personal budget for the client and his carer, manage their diet and learn to cook, obtaining accessible technology and finding accessible English classes.

85% of our clients reported feeling more independent. 85% also reported the services they accessed have had positive effect on their life, while 76% of our clients reported they feel more in control and have greater choice.

## **Testimonials**

"The service is nice and useful. Service was clear and thankful. Very hand on approach. Very thankful."

"I would highly recommend this service to friends/family as they have helped me so much."

We have held 7 workshops, a joint Health and Social Care workshop with Local Voices, open forum, two sessions on developing the new Adult Social Care Strategy, Direct Payments and Creating Your Care Plan which was delivered by a coproduction member. We have had up 18 people attend our sessions and rated 4.37/5 for usefulness, 4.58/5 for facilitation and 4.68/5 for relevance. Participants have fed back "Facilitator took session regarding both ways of how care is delivered and took questions and concerns and implemented the suggestions into care plan strategy. At the last session she understood all concerns."

We have helped to increase 57% of our client's income.

Our clients report they feel 85% more independent.

## **Case study: coproduction**

The coproduction network met with Joanne Starkie, the Head of Strategy and Policy for Tower Hamlets Council, to develop the new Adult Social Care Strategy. We are pleased that the council have adopted several of our recommendations.

The Adult Social Care Strategy adopted several of our recommendations.

We said: Some people do not know where to go for help. There needs to be accessible, easy to find information on where people go for help, what help is available and who can get it.

Acknowledging that social care support can be difficult to navigate, the council have responded by stating they will provide high quality information and early intervention in multiple settings and refocus their efforts on being easy to contact. They also have included hiring and training “problem solvers” to reach those who have been stuck between teams.

We said: Social workers should be flexible, help people solve problems and find solutions and explain how decisions are made.

The Council agreed with this sentiment and said that they would like a culture change to become more outcome focussed, creative, flexible and adaptive. They want to redesign care at home with people who need support. The redesigned service will have a focus on the goals people want to achieve and on the daytime support options to change so that people have more flexibility and choice in when and where they get support.

We said: People who do not get a Direct Payment from social care should still be able to have a choice over the home care agency they use.

The Strategy now introduces ‘Individual Service Funds’ as a way of organising care at home, starting with adults with a learning disability. These funds give people choice over support in the same way as a Direct Payment, but without the responsibility of managing the money.

We said: There have been instances when people have had a really negative experience of care or have waited a very long time for an issue to get resolved.

The new model will have clear expectations about the quality and performance of services and how contracts with home care providers will be monitored.

We said: The pandemic has caused some people to feel more lonely and socially isolated. Some people’s mental health has suffered. People need support to recover.

The Strategy acknowledges the impact of lockdown and the pandemic in 2021-22. They will carry out specific projects to tackle loneliness, activities that reconnect people and work to become a ‘trauma informed borough’ so that staff can better support people who’ve experienced this.

We said: More should be done to tell residents, adult social care service users and carers how their feedback has been acted on and what difference it made.

The strategy acknowledged our concern, and the Council will provide regular updates on how the strategy is going.

## 5.6 Covid-19 Outreach and Messaging Project (COMP-D)

From January to July 2021, Real undertook a fast-paced Community Outreach Messaging Project (COMP-D) together with their project partners deafPLUS, ICM Foundation, and Health. Commissioned by Public Health Tower Hamlets, the aim of the project was to ascertain what barriers different groups of disabled people had encountered in accessing and understanding Covid-19 information and services.

*“Disabled people have been left out of the Covid narrative”. “We’ve been treated like 3rd class citizens.” “We’ve been forgotten.”*

These are some of the sentiments expressed by our project participants over this period as they have tried to access health information and services during the pandemic.

The project undertook 25 coproduction workshops, over 80 1-1 phone calls, and completed surveys from over 200 disabled residents. In total data was collected from 450 people with a range of disabilities.

Over 100 people from local and regional health services and public health attended a virtual event on August 5th 2021, to hear about our findings, showing an appetite for this work at all levels. Videos and a presentation from the event can be found on our website.

The findings uncovered that the barriers to accessing health services and information were not unique to the Covid-period but were experienced by almost every participant in the pre-pandemic era. This implied that the problems pertaining to access and support for Deaf and disabled people are deeply ingrained within the health care system.

## 5.7 Digital Inclusion Project

One of the issues identified by the COMP-D above was that many disabled people felt left out because they had low levels of digital inclusion, without access to devices, data, or the knowledge on how to use them well. We received a small amount of funding from the Wakefield and Tetley Trust towards getting some tablet computers so that people who were digitally excluded could continue to volunteer on some of Real’s projects and stay involved in board meetings, or just get online.

The project also provided a range of resources that could help people become more digitally included. These were made available to anyone who needed them and were also put on our website, categorised under resources for disabled people themselves, and resources for organisations supporting them.

## 5.8 CDAP

From November 2021 – July 2022 we received further funding from Public Health to work with our coproduction groups to develop solutions to overcome the barriers identified in COMP-D (see above), and put people with lived experience at the heart of shaping and designing health services and information. This follow on project was called the Covid-19 Disability Access Project (CDAP).

The remit of this project was more specific than the previous one and was focussed on the delivery of 5 inter-related elements. The success of this project was based on the strong, trusting relationships we built with our coproduction groups. We focussed on creating a safe space for a number of people, and on building their skills and capacity.

The project involved 5 distinct deliverables:

- a. A coproduced best practice guide to accompany the training course
- b. Disseminating findings from COMP-D which collected data from over 450 disabled residents in Tower Hamlets
- c. Cocreating a Deaf and disability training course focussed on medical professionals and frontline staff
- d. A feasibility study examining the potential of an open-source accessible health website for different groups of disabled people
- e. Coproducing recommendations with different groups of disabled people around accessible vaccine clinics, Covid-19 testing and a disability health helpline.

In this project, we achieved the following:

- Ran over 35 workshops
- Engaged around 60 disabled people
- Established 4 coproduction groups
- Organised 2 London-wide events with the Department of Health and Social Care, and the Mayor of London
- Presented project findings to 14 forums and boards
- Created 3 training modules on Deaf and disability awareness
- Coproduced a best practice guide for healthcare professionals and frontline staff
- Delivered a feasibility study in collaboration with students from Queen Mary University
- Submitted recommendations on 3 important health topics
- Liaised with key decision makers including the Head of Public Health in Tower Hamlets, the Head of the GP Care Group and various local Councillors
- Provided opportunities for our disabled members to speak at local decision-making forums
- Influenced the THT Board to adopt 'disability access' as a strategic priority
- Influenced 3 local vaccine sites to implement 2 of our coproduced recommendations (transparent masks to communicate with Deaf patients, and disposable elbow bands to assist visually impaired patients).

The development of the **Deaf and disability awareness course** was a principal strand of this commission. The idea for it emerged from project participants during the COMP-D workshops where people repeatedly reported that frontline staff and medical professionals lacked the necessary skills and experience to adequately support them and meet their access needs. Several common themes that emerged across all coproduction groups, most notably, the failure of staff to make reasonable adjustments, the lack of knowledge about how to communicate effectively with disabled people, and the assumption and stereotypes that staff held that made disabled patients feel misunderstood.

The training modules are built around the real-life experiences of disabled people accessing health services and information. They combine a variety of methods, including video scenarios, role play, polls, PowerPoint, and discussion points and are led by our coproduction group with support from staff. They focus on reasonable adjustments, accessible communication and behaviour across and within impairment groups.

The best practice guide was developed to accompany the training course but can also be used as an independent resource. The purpose of the guide is to educate frontline staff and medical professionals on how to improve their practices to ensure equal access for their Deaf disabled patients.

Further work from July 2022 is piloting the training and Best Practice Guide for front line health professionals and workers with an added workstream developing exemplar Deaf and disability aware GP practices using the above tools.

### **Who was involved?**

In total, 58 people participated in our CDAP coproduction workshops. Their data has been analysed as part of this project:

- Ranging from 18-75, with the most common age group between 36-45
- With a wide range of impairments, and some identified combinations of impairments that could demonstrate complex needs
- Including a range of ethnicities, with the single biggest group being Asian British Bangladeshi at just under a third of participants, followed by White British, at just under a quarter of all participants. Black British Caribbean was the third biggest ethnicity.
- Slightly more participants identified as women (55.17%), compared to men (44.83%)

The impact of this project is difficult to measure at this stage. We have created a wide range of resources that can help inform practice and shape services in the healthcare sector. We will be rolling out our training programme and best practice guide in 2022-2023. We will work with, individuals and medical establishments to help them implement the changes we have suggested and will then measure the impact of these tools.

There are however a few other areas in which we can measure impact, most notably with project participants. The co-production groups were key to our success. We observed an extensive and diverse selection of personal and professional skill development by most of our volunteer facilitators within these groups through a series of interviews held at the end of the project. Some of these observations include confidence, engagement, knowledge and skills. All of them contributed something valuable.

*"It has given me a sense of empowerment that even though I felt could not take part in society as per usual if I had vision, I felt empowered that someone wanted my feedback and input in certain issues."*

*"I gained more confidence, learning from other participant's experiences. Their testimonies make me a stronger and knowledgeable person, able to deal with problems or any difficulties that I may face."*

*"It was easy to follow because it was delivered in BSL. The workshop's programme was in order and I found that we respected each other's views and took turns to contribute by raising our hand."*

*"The project is important as there is a big gap in people's understanding of disabilities and things that effect disabled people, even people that are surrounded by disabled family members or friends/ partners."*

## **5.9 Strengthening Voices, Realising Right (Fair Care London)**

We received funding from Trust for London to lead a two-year project seeking to challenge the unfairness of charging for social care, particularly in relation to working age disabled people. This was a collaboration with four other London-based deaf and disabled people's organisations: Richmond AID, Action on Disability, disability advice service Lambeth, and Merton Centre for Independent Living. The project is to show the unfair Impact charging has on disabled people, especially when the costs of being disabled in the capital are significant. During 2022/23 the project was renamed Fair Care London. In total the funding for the project is £500,000 over two years, although not all of that is attributable to Real.

At the year end the project was only just getting going, as we got new staff on board and were still recruiting for the rest of the project team.

## **6 Plans for future periods**

The main development to be carried out within 2022/23 is the implementation of our new strategic funding obtained from Tower Hamlets Council in December 2022 under a competitive tender entitled "Engaging Disabled People in the Transformation of Health and Social Care".

## **7 Significant events after the year-end**

There were several practical problems working with the Fair Care London project, many outside of the consortium's control. We agreed with Trust for London to hold a review of the project during 2022/23. That review was very informative and, as a result, the original project idea was put on hold. Instead, the remaining funds will be allocated to each of the five partner organisations to implement a new change project in a different way. More information on this will be in the 2022/23 annual report.

In October 2022 the CEO advised the Chair that they had been offered a new role. However they had organised an extended start date and wouldn't be leaving until the end of March 2023. A robust process for planning and transition was put in place and consequently there is little detrimental impact on the organisation. At the date of signing of the accounts the board are at the final stages of the recruitment process for the replacement CEO.

There were no other reportable significant events after the year end.

## **8 Administration**

### **8.1 Trustees**

Real currently has 5 trustees who served during the year and to the date of this report:

<b>Name</b>	<b>Position</b>	<b>Date elected</b>	<b>Date resigned</b>
Henry Stone	Chair and Acting Treasurer	02/12/2015	
Mahendra Rastogi		13/05/2017	
Martha Stafford		13/05/2017	
John Sharp		10/05/2019	16/05/2022
Owais Niaz		19/06/2021	
Gren Bingham		Co-opted 16/02/2022	

An AGM has been organised for 24 May 2023 during which the vacancy will be filled alongside other trustees rotating off and becoming eligible for reappointment if they wish.

### **8.2 Statutory Auditors**

Myrus Smith Chartered Accountants  
Norman House  
8 Burnell Road  
Sutton  
Surrey  
SM1 4BW

### **8.3 Bankers**

CAF Bank Ltd  
25 King's Hill Avenue  
West Malling  
Kent  
ME19 4JQ

## **9 Structure, governance and management**

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.

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.

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 (if they so wish). The longest-serving third of trustees retire at each AGM. Trustees may also be co-opted until the next AGM.

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 a 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.

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.

## **9.1 Management pay**

During this financial year, we conducted a pay review which led to an adjustment of salaries in the form of a pay rise. A one-off cost of living payment of £500 was also approved by the board.

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, having been decided by the board in private session. To inform the board a paper is prepared referencing the available resources and a range of inflation measures.

# **10 Risks**

## **10.1 Approach to risk management**

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).

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.

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

## 10.2 Risk analysis

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 six risks, in terms of residual risk.

Risk	Impact	Prob	Assessment and action	Residual risk
<b>1. Governance -</b> The risk of not having good governance over the organisation.	Medium	Medium	<p>The board have demonstrated increasing confidence in their responsibilities around an understanding of good governance. However, there are still vacancies on the board due to be filled. There are plans for addressing these at and after the next AGM.</p> <p>Throughout the last year there have been a reduced number of board meetings, partly due to the challenges of organising these online for a board comprising mostly disabled people, and partly because of pressures within the organisation. These have however been mitigated by additional chair's supervision.</p> <p>The Chair has been Acting Treasurer. This has meant continued focus on these activities but it would be better if these roles were separated.</p>	Medium

Risk	Impact	Prob	Assessment and action	Residual risk
<b>2. Operations -</b> Risk of not starting up new projects well	High	Medium	We have two major new projects starting at the moment, Accessible Communications and EDP. Although we have our new Head of Programmes, who has been doing great work with the ECV team, there are pressures on them as a result of this new work and with the current CEO moving on.	Medium
<b>3. Finance -</b> Risk of being overly dependent on current/ specific funding sources.	High	High	<p>This has been an issue which the board have been aware of for some Time, and historically we have been overly dependent on some major contracts.</p> <p>The strategic plan set a new direction of travel for the organisation, and the current review of the fundraising strategy and action plan is well advanced. Other new funding streams have been achieved in the last year, although still not enough to reduce the residual risk from high to medium. This needs to be a major area of focus in the next six months.</p>	Medium

<b>Risk</b>	<b>Impact</b>	<b>Prob</b>	<b>Assessment and action</b>	<b>Residual risk</b>
<b>4. HR -</b> Risk of significant staff absence or pressure on staff due to excessive workloads	High	Medium	The CEO and current coordinators were under significant pressure, but this has been alleviated significantly since the implementation of the operational review, and the recruitment of the Head of Programmes, Communications and Marketing Coordinator, the Projects Administrator, and now the Head of Operations.	Medium
<b>5. Operational -</b> Risk of not having an affordable building to operate from.	High	Medium	We continue to negotiate with Tower Hamlets Council on the future of our occupancy of Jack Dash House. These negotiations have been in good faith on both sides, including considering the possibility of alternative accommodation. Although resolution of them is important it is not expected that we will be left "homeless". In any case, our long-term home working due to Covid has demonstrated that we are significantly less dependent on a permanent office space than be used to be.	Low

Risk	Impact	Prob	Assessment and action	Residual risk
6. <b>Reputation</b> - Risk of compromising our reputation with the council.	Medium	Low	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. However, as the proportion of our funding comes from THC decreases this will become less of an issue. We also have excellent operational arrangements with many senior stakeholders within THC and its likely therefore that challenging issues can be dealt with at an early stage.	Low

### 10.3 Wider economic environment

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.

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

These austerity measures will also have a severe and likely disproportionate impact upon our main constituency. From 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.

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.

# **11 Financial information**

## **11.1 Share capital**

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

## **11.2 Financial review**

Financially it was an okay year overall, with a slight operating surplus on total funds. We had total income of £585,166, down from £811,206 last year. The main reduction was due to no longer leading the Local Link consortium. We had corresponding total expenditure of £575,046, compared to £746,120 last year. In the previous year we had an operating surplus of £65,086, whereas this year we had an operating surplus of £10,120. £20,326 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 loss in year relating to unrestricted funds was £10,206.

This has meant that our total reserves now stand at £207,734 comprising £145,900 of unrestricted reserves and £61,834 of restricted reserves.

In the year ended 31 March 2022, we benefited from some Covid 19-specific funding streams which allowed us to deliver some crucial new projects.

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 latest forecast for the year ended 31 March 2023 shows an anticipated loss of £68,960. Some of that is using up some of the restricted reserves, which will leave anticipated unrestricted reserves at 31 March 2023 of £101,913. We have a number of budget scenarios for the year ended 31 March 2024. However we have a number of fundraising submissions which we anticipate are going to be awarded soon. Nevertheless 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.

## **11.3 Financial reserves policy**

When considering the risks to the organisation, the trustees looked at the reserves policy. Total reserves at the year-end represent 4.33 months of in-year total operating costs. This time last year it was 3.17 months. 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.

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.

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.

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.

#### **11.4 Statement as to disclosure of information to auditors**

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:-

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

#### **11.5 Directors and Trustees' responsibilities**

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

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

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.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information

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

### **11.6 Methods of preparation of accounts**

The financial statements comply with the Charities Act 2011, the Companies Act 2006, United Kingdom Generally Accepted Accounting Practice, 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) issued in October 2019.

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

Approved by the trustees on Monday, 27 March 2023 and signed on their behalf by:



.....  
Henry Stone  
Chair

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF:  
**REAL DPO LTD**  
(Limited by Guarantee)

**Opinion**

We have audited the financial statements of Real DPO Ltd (the 'charitable company') for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement 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).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2022, 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.

**Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor'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.

**Conclusions relating to going concern**

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

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

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

**Other information**

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



INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF:  
**REAL DPO LTD**  
(Limited by Guarantee)

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

We have nothing to report in this regard.

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

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

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

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

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

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:

- 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.

**Responsibilities of trustees**

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.

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.

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

(Limited by Guarantee) /contd...

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

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole, are free from material misstatement, whether due to fraud or error, and to issue 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.

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:

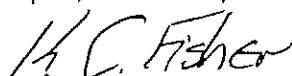
- Enquiry of management and those charged with governance about actual and potential litigation or claims and the identification of non-compliance with laws and regulations.
- Reviewing minutes of meetings of those charged with governance.
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.
- Auditing the risk of management override of controls, including testing journal entries and other adjustments for appropriateness.
- Performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- Professional scepticism in course of the audit and with audit sampling in material audit areas.

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

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

**Use of our report**

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. 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.



Kevin Fisher BA FCA CTA (Senior Statutory Auditor)  
For and on behalf of Myrus Smith  
Chartered Accountants and Statutory Auditors  
Norman House  
8 Burnell Road  
Sutton, Surrey  
SM1 4BW

28 March 2023

**REAL DPO LTD**

**STATEMENT OF FINANCIAL ACTIVITIES**

(Incorporating Income and Expenditure Account)

FOR THE YEAR ENDED 31 MARCH 2022

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Total 2021 £
<b>Income</b>					
Donations and legacies	2	40,025	19,272	59,297	28,460
Charitable activities	3	266,016	258,852	524,868	782,200
Investments	4	30	-	30	38
Other		971	-	971	508
<b>Total</b>		<u>307,042</u>	<u>278,124</u>	<u>585,166</u>	<u>811,206</u>
<b>Expenditure</b>					
Charitable activities	5	<u>317,048</u>	<u>257,998</u>	<u>575,046</u>	<u>746,120</u>
<b>Total</b>		<u>317,048</u>	<u>257,998</u>	<u>575,046</u>	<u>746,120</u>
<b>Net income/(expenditure)</b>	9	(10,006)	20,126	10,120	65,086
Transfers between funds	15	<u>(200)</u>	<u>200</u>	<u>-</u>	<u>-</u>
<b>Net movement in funds</b>		<u>(10,206)</u>	<u>20,326</u>	<u>10,120</u>	<u>65,086</u>
<b>Reconciliation of funds</b>					
Total funds brought forward	15	<u>156,106</u>	<u>41,508</u>	<u>197,614</u>	<u>132,528</u>
<b>Total funds carried forward</b>	15	<u>£145,900</u>	<u>£61,834</u>	<u>£207,734</u>	<u>£197,614</u>

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

All income and expenditure derive from continuing activities.

The notes form part of these Financial Statements.

**REAL DPO LTD**  
**BALANCE SHEET**  
AS AT 31 MARCH 2022

	Notes	2022	2021
		£	£
<b>FIXED ASSETS</b>			
Tangible fixed assets	12	10,369	14,343
<b>CURRENT ASSETS</b>			
Debtors	13	104,655	163,367
Cash at bank and in hand		189,651	173,153
		<u>294,306</u>	<u>336,520</u>
<b>CREDITORS: Amounts falling due within one year</b>	14	<u>96,941</u>	<u>153,249</u>
<b>NET CURRENT ASSETS</b>		197,365	183,271
<b>NET ASSETS</b>	16	<u>£207,734</u>	<u>£197,614</u>
Represented by:			
<b>FUNDS</b>			
Unrestricted Funds	15	145,900	156,106
Restricted Funds	15	61,834	41,508
	15	<u>£207,734</u>	<u>£197,614</u>

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

Approved by the Board of Trustees on 27 March 2023 and signed on its behalf by:

*H. W Stone*

Henry Stone  
Trustee / Director

The notes form part of these Financial Statements

**REAL DPO LTD**  
**CASH FLOW STATEMENT**  
**FOR THE YEAR ENDED 31 MARCH 2022**

	Notes	2022 £	2021 £
<b>Cash flows from operating activities</b>			
Net movement in funds		10,120	65,086
Adjustments for:			
Depreciation	12	9,764	5,408
Bank interest receivable	4	(30)	(38)
Decrease in debtors		58,712	9,467
Increase / (decrease) in creditors		(56,308)	37,454
<b>Net cash used in operating activities</b>		<u>22,258</u>	<u>117,377</u>
<b>Cash flows from investing activities</b>			
Bank interest received		30	38
Purchase of tangible fixed assets	12	(5,790)	(14,514)
<b>Net cash used in investing activities</b>		<u>(5,760)</u>	<u>(14,476)</u>
<b>Increase in cash</b>		16,498	102,901
Cash brought forward		<u>173,153</u>	<u>70,252</u>
<b>Cash carried forward</b>		<u><u>£189,651</u></u>	<u><u>£173,153</u></u>
		2022	2021
<b>Analysis of cash</b>			
Cash at bank and in hand		<u><u>£189,651</u></u>	<u><u>£173,153</u></u>

The notes form part of these Financial Statements

## REAL DPO LTD

### NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

#### 1. ACCOUNTING POLICIES

##### **General information and basis of accounting**

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

The charity constitutes a public benefit entity as defined by FRS 102.

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.

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.

##### **Income recognition**

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.

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.

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

##### **Gifts in kind**

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

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

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

##### **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.

##### **Debtors and creditors receivable/payable within one year**

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.

## REAL DPO LTD

### NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

#### 1. ACCOUNTING POLICIES / cont.

##### **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.

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.

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 depreciation**

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

Office equipment and furniture	3 years straight line
Computer equipment	2 years straight line

##### **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.

#### 2. DONATIONS AND LEGACIES

	Unrestricted funds £	Restricted Funds £	Total 2022 £	Total 2021 £
Donations	25	-	25	112
Grants - ATW	-	1,272	1,272	2,605
Other grants	40,000	18,000	58,000	25,743
	<u>£40,025</u>	<u>£19,272</u>	<u>£59,297</u>	<u>£28,460</u>

Of the £28,460 recognised in 2021 £25,855 related to unrestricted funds and £2,605 related to restricted funds.

**REAL DPO LTD**

**NOTES TO THE FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2022**

/contd...

<b>3. INCOME FROM CHARITABLE ACTIVITIES</b>	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
<b>Grants and contracts</b>				
IAA Local Link	142,510	-	142,510	485,000
IAA Hate Crime	18,639	-	18,639	18,531
Advocacy THC	20,542	-	20,542	-
Engagement – Local Voices	4,355	-	4,355	26,133
Engagement – Public Health	58,371	-	58,371	15,654
Engagement – Loneliness & Disability	16,667	-	16,667	-
Engagement – Communities Driving Change	-	-	-	17,713
Engagement - Other	4,932	-	4,932	-
Engagement - LCRF	-	-	-	5,521
Engagement - WTT	-	-	-	5,500
LCF - TCOYL	-	72,905	72,905	72,905
LCF – Then & Now	-	135,243	135,243	135,243
SVRR	-	50,704	50,704	-
	<u>£266,016</u>	<u>£258,852</u>	<u>£524,868</u>	<u>£782,200</u>

Of the £782,200 recognised in 2021, £563,031 related to unrestricted funds and £219,169 related to restricted funds.

<b>4. INVESTMENT INCOME</b>	Unrestricted funds	Restricted funds	Total 2022	Total 2021
Bank interest	<u>£30</u>	<u>£Nil</u>	<u>£30</u>	<u>£38</u>

All of the £38 recognised in 2021 related to unrestricted funds.

<b>5. EXPENDITURE ON CHARITABLE ACTIVITIES</b>	Direct costs £	Support costs £	Total 2022 £	Total 2021 £
IAA Local Link	113,533	9,522	123,055	432,693
IAA Hate Crime	15,181	4,326	19,507	24,099
Advocacy THC	16,573	5,118	21,691	-
Engagement	74,782	11,117	85,899	46,323
LCF - TCOYL	42,935	21,139	64,074	67,831
Engagement – LCRF	-	-	-	5,298
Engagement – WTT	2,913	-	2,913	2,784
LCF – Then & Now	91,529	41,565	133,094	113,736
ATW	1,272	-	1,272	2,609
Core	4,330	67,900	72,230	50,747
SVRR	44,613	6,698	51,311	-
	<u>£407,661</u>	<u>£167,385</u>	<u>£575,046</u>	<u>£746,120</u>

Of the £575,046 (2021: £746,120) expenditure recognised in 2022, £317,048 (2021 : £553,862) was charged to unrestricted funds and £257,998 (2021: £192,258) was charged to restricted funds.



**REAL DPO LTD**

**NOTES TO THE FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2022**

/contd...

<b>6. ANALYSIS OF DIRECT COSTS</b>	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Salaries and pension	230,710	260,146
Freelance and temporary staff	23,330	4,972
Staff costs	1,079	3,758
External meetings	1,914	250
Membership and subscriptions	-	2,677
Marketing	711	505
Project partner costs	145,392	286,325
Other project costs	4,525	3,105
	<u>£407,661</u>	<u>£561,738</u>
<b>7. ANALYSIS OF SUPPORT COSTS</b>	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Salaries and pension	115,527	125,597
Freelance and temporary staff	5,197	18,081
Staff costs	1,584	3,319
Volunteers expenses	6	-
Membership and subscriptions	918	850
External meetings and events	150	-
IT support and maintenance	14,564	11,578
Insurance	1,791	1,500
Rent	8,000	8,000
Telephone	2,325	2,637
Office expenses	397	324
HR advice	2,545	2,514
Depreciation	9,766	5,408
Bank charges	96	97
Health and safety	152	158
Governance costs (see Note 8)	4,367	4,319
	<u>£167,385</u>	<u>£184,382</u>

**REAL DPO LTD**

**NOTES TO THE FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2022**

/contd...

<b>8. GOVERNANCE COSTS</b>	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Trustees' expenses (note 11)	479	551
Statutory Auditor's remuneration	3,840	3,720
Filing costs	48	48
	<u>£4,367</u>	<u>£4,319</u>
<b>9. NET INCOME/(EXPENDITURE) FOR THE YEAR</b>	<b>2022</b>	<b>2021</b>
This is stated after charging:		
Auditor's remuneration - audit services	£3,200	£3,120
- non-audit services (accountancy)	£640	£600
Depreciation	£9,764	£5,408
Operating lease rentals	£8,000	£8,000
	<u></u>	<u></u>
<b>10. STAFF COSTS</b>	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Salaries	314,631	350,366
Social security costs	24,006	27,227
Pension costs	7,600	8,150
	<u>£346,237</u>	<u>£385,743</u>

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

The average number of employees based on full-time equivalents was 9.2 (2021: 10.6). The average monthly number of employees was 13 (2021: 14).

Total employee benefits received by key management personnel amounted to £65,302 (2021: £64,190).

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

**11. TRUSTEES' REMUNERATION AND EXPENSES**

The trustees received no remuneration during either year. Trustees' insurance of £479 (2021 : £551) was met by the charity for 5 trustees (2021: 6).

**REAL DPO LTD**

**NOTES TO THE FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2022**

/contd...

**12. TANGIBLE FIXED ASSETS**

	Furniture Fixtures and Equipment £	Computer and Office Equipment £	Total £
Cost:			
At 1 April 2021	5,784	109,999	115,783
Additions	-	5,790	5,790
Disposals	-	(48,481)	(48,481)
	<hr/>	<hr/>	<hr/>
At 31 March 2022	5,784	67,308	73,092
	<hr/>	<hr/>	<hr/>
Depreciation:			
At 1 April 2021	5,784	95,656	101,440
Charge for year	-	9,764	9,764
Eliminated on disposal	-	(48,481)	(48,481)
	<hr/>	<hr/>	<hr/>
At 31 March 2022	5,784	56,939	62,723
	<hr/>	<hr/>	<hr/>
Net Book Value:			
At 31 March 2022	£Nil	£10,369	£10,369
	<hr/>	<hr/>	<hr/>
At 31 March 2021	£Nil	£14,343	£14,343
	<hr/>	<hr/>	<hr/>

**13. DEBTORS**

	2022 £	2021 £
Trade debtors	19,554	131,681
Accrued income	77,018	23,975
Prepayments	8,013	7,684
Other debtors	70	27
	<hr/>	<hr/>
	£104,655	£163,367
	<hr/>	<hr/>

**REAL DPO LTD**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2022**  
/contd...

<b>14. CREDITORS: Amounts falling due within one year</b>					
				2022	2021
				£	£
Trade creditors				10,570	19,931
Social security and other taxes				7,272	8,607
Accrued expenses				79,099	124,711
				<u>£96,941</u>	<u>£153,249</u>
<b>15. MOVEMENT IN FUNDS</b>	<b>Balance at</b>				<b>Balance at</b>
	<b>1 April</b>				<b>31 March</b>
	<b>2021</b>	<b>Income</b>	<b>Expenditure</b>	<b>Transfers</b>	<b>2022</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Unrestricted funds</b>					
General funds	156,106	307,042	(317,048)	(200)	145,900
	<u>156,106</u>	<u>307,042</u>	<u>(317,048)</u>	<u>(200)</u>	<u>145,900</u>
<b>Restricted funds</b>					
LCF - TCOYL	5,074	72,905	(64,075)	-	13,904
LCRF	-	18,000	-	-	18,000
WTT	2,716	-	(2,913)	197	-
LCF – Then & Now	21,507	135,243	(133,094)	-	23,656
ILS – PHB	551	-	(567)	16	-
ILS – SFC	11,660	-	(4,766)	(13)	6,881
ATW	-	1,272	(1,272)	-	-
SVRR	-	50,704	(51,311)	-	(607)
	<u>41,508</u>	<u>278,124</u>	<u>(257,998)</u>	<u>200</u>	<u>61,834</u>
<b>Total funds</b>	<u>£197,614</u>	<u>£585,166</u>	<u>£(575,046)</u>	<u>£Nil</u>	<u>£207,734</u>

A description of the above funds can be found in the Trustees' Report.

**REAL DPO LTD**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2022**  
/contd...

**15. MOVEMENT IN FUNDS**  
**contd**

Comparative information for the movement in funds in the previous financial year is as follows:

	Balance at 1 April 2020 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2021 £
<b>Unrestricted funds</b>					
General funds	120,317	589,432	(553,862)	219	156,106
	<u>120,317</u>	<u>589,432</u>	<u>(553,862)</u>	<u>219</u>	<u>156,106</u>
<b>Restricted funds</b>					
LCF - TCOYL	-	72,905	(67,831)	-	5,074
LCRF	-	5,521	(5,298)	(223)	-
WTT	-	5,500	(2,784)	-	2,716
LCF – Then & Now	-	135,243	(113,736)	-	21,507
ILS – PHB	551	-	-	-	551
ILS – SFC	11,660	-	-	-	11,660
ATW	-	2,605	(2,609)	4	-
	<u>12,211</u>	<u>221,774</u>	<u>(192,258)</u>	<u>(219)</u>	<u>41,508</u>
<b>Total funds</b>	<u>£132,528</u>	<u>£811,206</u>	<u>£(746,120)</u>	<u>£Nil</u>	<u>£197,614</u>

**16. NET ASSETS BETWEEN FUNDS**

	Unrestricted funds £	Restricted funds £	Total funds £
Fixed assets	10,369	-	10,369
Current assets	232,472	61,834	294,306
Current liabilities	(96,941)	-	(96,941)
<b>As at 31 March 2022</b>	<u>£145,900</u>	<u>£61,834</u>	<u>£207,734</u>

**REAL DPO LTD**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2022**  
/contd...

**16. NET ASSETS BETWEEN FUNDS** contd

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

	Unrestricted funds £	Restricted funds £	Total funds £
Fixed assets	14,343	-	14,343
Current assets	295,012	41,508	336,520
Current liabilities	(153,249)	-	(153,249)
<b>As at 31 March 2021</b>	<b>£156,106</b>	<b>£41,508</b>	<b>£197,614</b>

**17. RELATED PARTY TRANSACTIONS**

There have been no transactions with related parties during the year ended 31 March 2022 or the preceding year other than those set out in notes 10 and 11.

**18. CONTINGENT ASSETS**

Total grant funding awarded as at 31 March 2022 but not yet received and recognised as income due to the recognition criteria not being met amounts to £268,848.