

REAL DPO LTD

(Limited by Guarantee)

Company Number: 03213172

Charity Number: 1061671

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

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Real DPO Ltd

Trustees Report 2022-2023

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1. Chair and Trustees' statement

The Board of Trustees present their annual report and accounts for the year ended 31 March 2023. The Board is satisfied with Real DPO Ltd's performance during the year and the position at 31 March 2023.

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 and beyond in line with our aims and objectives. The board is ceaselessly impressed with the resilience, imagination, creativity, competencies, and skills of our staff. Together they continue make a real difference to the lives of disabled people in Tower Hamlets.

During this period, Mike Smith, our Chief Executive, stepped down We thank him for his service and leadership. We appointed Jack Gilbert as Chief Executive in August 2023, and wish to thank out senior managers for their assistance and close working relationship with the Board in the intervening period.

I would also like to thank the rest of the trustees for their time and support. At the end of the reporting period, Henry Stone stepped down as Chair after four years and I was appointed. I am pleased to thank him for his long service and for his agreement to serve as Vice Chair for the time being.

We are actively recruiting new trustees to build Board capacity and diversity .

Gren Bingham, Chair of Trustees

2. Introduction from our CEO

It is always somewhat unusual for a CEO to report on a period prior to their appointment. However, I am pleased to be able to benefit from Real's excellent staff team to be able to offer these insights.

In this period Real continued to build its reputation for excellence in delivering inclusive coproduction with D/deaf and Disabled people, several of these designed, piloted and validated interventions including enter and view, training and guidance in NHS, public health, broader health, wellbeing and independent living contexts. They addressed inequity and service delivery, and improved awareness and practice. Others focussed on Disabled people's experience in the workplace, and developed coproduced training and a series of guides to improve SME Disabled inclusion. As ever, our co-productive methods also provide tangible benefits for all our participants.

We continued to provide high quality individual advocacy and information work both in Tower Hamlets, and in other programmes such as the pan London MOPAC Catch Hate Crime Partnership.

During this period we began to transition to more in person working, with Wednesday as the day staff are expected to be in the office in-person.

Throughout this period Real also continued to be an independent critical friend to public sector partners, successfully campaigning to have home-based support charges taken off the backs of Disabled people. From April 2024 Tower Hamlets will become only the second local authority in the country to use the council tax to spread the costs.

Jack Gilbert, Chief Executive Officer

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

Company Number: 03213172

Charity Number: 1061671

4. About Real

Real DPO is Tower Hamlets oldest and largest Disabled People's Organisation. Our staff and board all share lived experience of Disability. As a user-led organisation, founded on the social model of disability, we recognise the complexity of multiple impairments, of identities that intersect diverse protected characteristics and the experiences of those who were born with impairments, and those who acquired their impairments through illness, injury or ageing.

We work to ensure everyone with lived experience of disability or long-term health conditions will have their human rights protected and upheld on an equitable basis with others in a way that reflects the United Nations Convention for Disabled People. Whilst our focus is generally on Tower Hamlets and east London, we are committed to maximising the impact of our activities for the benefit of all Disabled people, which is why we work closely with Inclusion London and national DDPO structures, as well as others.

Tower Hamlets is a multicultural and diverse borough that presents many challenges, including working across language barriers. Some of our staff speak community languages such as Bengali/Sylheti and Somali. There are also many national, cultural, ethnic, LGBTQ+ and/or faith-based intersecting identities amongst our staff and board.

Combined with the high number of Disabled staff and board members, this means we are uniquely well placed to effectively work with, support and campaign for Disabled people in all our diversity.

4.1 Mission and Values

Real's mission is to:

- Empower Disabled and D/deaf people to lead their best lives,
- and Promote intersectional equity both in relation to services and in addressing structural barriers: in health and other (integrated) services, in employment and business, in the independent living/benefit/housing/criminal justice systems and in legalisation.

We want to be:

- accessible
- person-centred
- friendly and supportive
- empowering
- professional

We want the organisation to have an excellent reputation:

- to be trusted by Disabled people and their families
- to have good two-way communications;
- and to be a key player in the London Borough of Tower Hamlets and more widely in (North East) London.

We aim to be an excellent employer, offering a supportive and accessible work environment for a diverse staff and volunteer team.

5. Public benefit that is provided by the charity

In forming our mission, objectives and the values underlying them, the Trustees have given due regard to the Charity Commission's published guidance on public benefit. Real provided the following services in furtherance of its charitable objectives:

1. Promoting accessible communications
2. Addressing loneliness amongst Disabled people
3. Covid 19 Disability Access Project
4. Ensuring Disability access in primary care
5. Engaging Disabled people in coproduction to improve diverse health/independent living services
6. Improving employer practice in recruitment and the workplace equity and inclusion
7. Campaigning for equity and social justice.
8. Voicing Disabled people's perspectives with local, regional and national policy makers.
9. Real's general Advocacy Service
10. Disability hate crime advocacy
11. Empowering Disabled people to take control of the their lives,
12. Volunteer support
13. Driving change through collaboration.

5.1. Accessible Communications for All

In September 2022, Real secured funding for a new project called Accessible Communications for All. The funding came from Northeast London Integrated Commissioning Integrated Care System via London Borough of Tower Hamlets, on behalf of the Tower Hamlets Together partnership. This was a larger fund issued to Northeast London local authorities who divided the fund and awarded it to local organisations delivering projects that aimed to reduce health inequalities.

The NHS defines health inequalities as, “[...] unfair and avoidable differences in health across the population, and between different groups within society.” The NHS also has an Accessible Information Standard. By law (section 250 of the Health and Social Care Act 2012), all organisations that provide NHS care or adult social care must follow the Standard in full from 1st August 2016 onwards. Real’s Accessible Communications for All project is predicated on the well-evidenced notion that some of the health inequality experienced by Disabled people is due to inaccessible healthcare communications notwithstanding this legal duty. For example: a leaflet about giving up smoking written and formatted in a way that prevents Disabled people from understanding or engaging with it; or campaigns about loneliness or healthy eating promoted solely on social media.

The Accessible Communications for All project will run under the Engagement, Coproduction and Voice team. It will work with local communications teams and Disabled people to analyse the accessibility of existing healthcare communications. The findings will be used to develop best practice guidance and an assessment toolkit to improve the accessibility of future communications.

The funding awarded was £75,000 and the project was due to start in December 2022. However, because of delays recruiting local health sector communications teams to work with, the project start was postponed to commence April 2023, ending by December 2023. Income and expenditure, together with a full report will therefore appear in Real’s 2023/24 Trustees Annual.

However, at the time of the preparation of this report the work has been completed. The self-assessment tools, training and guidance materials have proven themselves to be very impactful. It will be integrated into much of our future work.

5.2. It’s Our Turn (Loneliness and Disability)

Loneliness in London was a report commissioned by the Mayor of London from Neighbourly Lab and published in March 2022. It looked in detail at the health impacts of extreme loneliness. Amongst its findings was that 18% of Deaf and/or Disabled people, and those in acute poverty, fell into this category, and that this was further increased by intersecting BAME or LGBTQ+ identities.

The one-year project between partners Real, ICM Foundation CIC, On Our Radar and the Bromley by Bow Centre facilitated coproduced understandings and solutions to challenges of loneliness for Disabled people.

Participants reported improvements in a sense of connection, confidence and wellbeing. Project elements such as facilitating choice, encouragement and safety, building skills of acceptance and self-knowledge, trying new opportunities and establishing new platforms

for social interactions were linked to the development of these outcomes. The biggest change for participants was in feeling part of their community and in feeling like they have a say in local services.

This project helped Disabled people participate in their communities, by training them as community reporters to engage with the wider Disabled community, decide on what pilots should be tried and creating them. The pilots created activities which met their needs.

Thirteen community reporters were trained to ask peers about their experience of connection and loneliness. Six community concepts were tested and attracted 184 attendances across 30 sessions.

The community concepts have been effective in connecting participants. The partnership working and joint events developed participants' networks and deepened their experience.

- 88% of participants felt connected to others after It's Our Turn, compared to 64% before the project.
- After participation in It's Our Turn, 85% felt confident in their abilities, compared to 61% before the sessions.
- 85% participants thought they regularly tried new activities after the project, compared to 68% before the project.

At its conclusion, the project could have built momentum: a modest investment would have scaled the trialled activities and used the benefits of the existing partnership.

Understanding individual impact: Ernest – self-expression and confidence

Ernest was referred to the 'Find Your Voice' workshops at the Bromley by Bow Centre by his social prescriber who felt it would be beneficial for him to attend in order to build his confidence which was something he with which he had struggled.

He said: *"She said that I will be able to express myself to everywhere and everybody in a better way. I was a bit shy talking with other people, so I thought it would be very helpful for me."*

Ernest described how he immediately felt at ease when he joined the programme, and he felt able to start to open up:

"When I started it, I think I was slightly late when I joined in – a session or so – but from the very first day, I understood, yes, this programme was for me, and all of a sudden something left me which was keeping me quiet and not expressing myself to other people. So, from the very first day, I was very open and I was feeling like a different person."

"The criteria, the method they were using, it was giving me more and more chance to write down or try something or say something in front of other people. There was an understanding that this is the time I'm going to open myself, and I said the things that I would not have said anywhere to anybody. I think it was the method, it was the way they were treating us and supporting us... It was different than other seminars or programmes where you hardly get a chance to speak. Here, everybody was given plenty ample time to speak, and nobody was stopping you to say something. Everybody got their turn... It was a different Ernest who was participating, expressing himself and saying things." :

"[Before] I felt a bit shy, and also a bit irrelevant. I remember I used to go to Queen Elizabeth Park for gardening there, and all day I was very quiet, even at the coffee time, I was not talking, I was just keeping inside myself... There's a very good real-life example [of my improved confidence]. I was in my surgery for a coffee morning a few days back... and I was the person who was almost leading the session."

5.3. Covid 19 Disability Access Project (CDAP)

From November 2021–July 2022 we received funding from Public Health (shown in the accounts as Engagement- Public Health) to work with our coproduction groups to develop solutions to overcome the barriers identified in work undertaken during the first year of the pandemic, and put people with lived experience at the heart of shaping and designing health services and information.

The remit of this project was more specific than the previous one and was focussed on the delivery of five inter-related elements. The success of this project was based on the strong, trusting relationships we built with our coproduction group members. 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:

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

In this project, we achieved the following:

- Conducted 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 Director of Public Health in Tower Hamlets, the Head of the GP Care Group and 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 prior 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 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.

5.4. Embedding Disability Access Pilot

This innovative and rigorous programme, focusing on Primary Care Networks, built on work undertaken since 2020 in response to the pandemic, including CDAP, when it became very apparent within health and wellbeing contexts that there was an urgent need to address Disabled access. Real brought together Disabled people with diverse experience of sensory and mobility impairments, and neurodiversity, and also lead a partnership that enabled us to include more Disabled people with particular experiences by involving Deaf Plus (Deaf and hard of hearing) and ICM (Learning disability / difficulty).

During this period Real began the process of developing the training specifications and building the programme, including videos. Much of the delivery, including enter and view, and in-depth training and guidance materials took place in 2023/24 and will be reported then. Based on this work, and the very positive impacts of the pilot, a further two-year programme has been commissioned. As with Accessible Communications this work, founded on years of learning and expertise, has proven itself to have much broader reach and impact.

5.5. Engaging Disabled People

Developed with the integrated commissioning team, who needed a user-led Disabled organisation with local knowledge to utilise the co-productive development tools we had now established to assist a range of Tower Hamlets Together, the local integration of NHS/ local authority services, with feedback and advice, amplifying the voice of Disabled people. Numerous services bid internally for our assistance. The contract commenced in December 2022 and runs to 31 March 2024, whereupon we expect it to be renewed. A full report will appear in the 2023/4 Annual Report.

5.6. Strengthening Voices, Realising Rights: Fair Care London (SVRR FCL)

As reported in the previous annual report this was originally conceived as a partnership programme across several DPOs concerned with social care charging. As was also reported, an independent review during 2022/23, identified that as a result of successful campaigns in two local authority areas (one of which is Tower Hamlets), and other circumstances outside the control of the partnership, the original conception needed to be

changed. This was agreed by our funder, with whom we remain on excellent terms, and our revised programme gained approval in the final quarter of 2023. It will therefore be reported on in the next Annual Report.

5.7. Then and Now — Disabled People in the Workplace

According to the 2021 Census, in Tower Hamlets over 60% of Disabled people are aged 25-64 with the large majority first qualifying as a Disabled person under the Equality Act whilst at work. In 2016, the All Party Parliamentary Group (APPG) on Disability commissioned a report that found up to 48,000 disabled people are managed out of their jobs every year. A 2020 report by the Department for Work and Pensions (DWP) and the Department of Health and Social Care found that disabled people move out of work at about twice the rate of non-disabled people, while workless disabled people move into work at around a third of the rate of non-disabled people. Other reports found a large number of Disability Confident employers do not actually employ any Disabled people.

From 2020 until Oct 2023, Real was funded by Tower Hamlets Council's Local Community Fund to deliver a ground breaking employment project designed to address the structural barriers faced by Disabled people, using coproduction to build interventions that increased inclusion in recruitment and workplaces amongst SMEs, a key part of the employment market that had not been addressed.

During this programme, we supported 150+ employers, gave over 600 hours of advice, ran 35 coproduced training workshops and wrote 13 unique SME-focussed guides, developed over 11 co-production sessions. 236 of our volunteers gained or retained employment.

Employers' feedback

'The delivery of the service was a perfect example of being open, accessible and understanding of anything that we may not have known. It's given me more confidence to be natural with a Disabled person.'

'It's amazing, and we always speak with enthusiasm as an organisation about Real, and how much you have enabled us to grow as an organisation, by helping us remove barriers and be as inclusive as possible. Their feedback on our processes and suggestions for best practices have helped us streamline our disability access work and drastically changed our recruitment practices for the better.'

As a result of this work and our interventions, the Mayor of London's Fairer City Programme has made Disabled inclusion in SMEs a priority in 2024. Real is now working with East London Business Alliance to advise on strategy and develop a broader sub regional programme.

5.8. Advocacy

Our Advocacy Service provides advocacy and support to people with physical, sensory and neurodiversity (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.

Our advocates 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. Advocates always make clients aware of the service's independence. This is explained at when a new case is opened. Much of the work done involves the local authority's adult social care service; the advocate always works on behalf of the client. Other professionals are aware of the advocate's independence because the advocate is clear that they are working on behalf of the client and take instruction from them and that any correspondence relating to a client will be shared with them. It is explained to other professionals that information is shared with the client and requests to withhold information or correspondence from the client will be declined.

5.8.1. Tower Hamlets Connect

Real main Advocacy service is delivered as a member of the Tower Hamlets Connect (THC) consortium of local organisations providing information, advice and advocacy, and the front-door of TH Adult Social Care, funded by LBTH.

THC is managed by Age UK and delivered by eight consortium partners in the borough of Tower Hamlets: Apasen, Island Advice Centre, Bromley by Bow Centre, deaf Plus, Positive East, Real and Tower Hamlets Law Centre. It provides a free service to anyone in Tower Hamlets who could benefit from adult social care services; has a disability or an impairment.

While the funding for Real's advocacy comes from the local authority, and much of its work concerns social care, the organisation is independent and none of the work done is directed or controlled by the local authority.

During the year, Real's advocates have supported people with 120 issues: 50 independent advocacy and 70 of 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 clients have been very content with our service and gave positive feedback. Clients reported they had been given a lot of support by the Advocate and was delivered in a way which met their access and communication needs.

100% of respondents stated that they would recommend our services to other clients in their feedback.

5.8.2. CATCH Hate Crime Advocacy

Real is part of the MOPAC funded pan-London Communities Against Hate (CATCH) Partnership. 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 also 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, sometimes through local multi-agency case management processes.

CATCH Case Study

Real Advocacy received a referral through the CATCH triage service. The client was experiencing ongoing hate crime from their neighbour. Both the client and perpetrator live in housing association flats. The perpetrator stands at the top of the shared stairwell, shouting insults at the client based on his disability and race. The client had been experiencing this for many years and had been taking recordings of the hate crime and reporting it to police and the housing association. The advocate listened to the client's experience, provided emotional support, and talked through their options with them. The client decided they would like the advocate to contact a senior manager at their housing association, and the Hate Crime Outcome and Performance Officer for their area in the Metropolitan Police. The advocate approached them and explained the client's situation and their distress at no action being taken by their housing association or police. Both professionals investigated the client's case, and action was taken shortly after.

The perpetrator was issued with a Community Protection Notice. The hate crime continued, and the housing association and police took the case to court where an Injunction was granted.

5.8.3. Taking Control of Your Life (TCOYL)

This is a service, funded by Local Community Grant, that helps Disabled residents of Tower Hamlets make informed decisions about their independence, choice and freedom. The project has a wide remit of what we can help them with, from grant applications to researching befriending services, local activities and helping them look for jobs.

The project's aim is to help Disabled people to increase their control and independence over their lives and we work with them to help them achieve this through their goals and objectives.

Our team of advisers assisted clients with most things that relate to their disability:

1. Reach a certain goal in life – for example, start your own business, open a bank account, or move out for the first time – but you are finding it difficult to achieve this goal because of disability related barriers.
2. Help to identify what support is available to you, in the community and nationally. This could include help to access social care, benefits advice, or other services like accessible cooking classes or a gym.
3. Support to obtain items and services related to your disability – like assistive technology or therapeutic massages – that you cannot afford without some financial aid.

In this financial year, we supported 45 of our clients with a wide range of different issues, including applications for charitable grants, personal health budgets and finding courses and volunteering opportunities. We helped clients to secure a mobility scooter, attend accessible events, obtaining accessible technology and finding accessible cooking classes.

Our clients have been very content with our service and gave positive feedback- 90% of our clients reported feeling more independent and 85% also reported the services they accessed have had positive effect on their life, while 90% of our clients reported they feel more in control and have greater choice.

6. Plans for future periods

The Trustees and senior managers recognised that the business model of the last decade focussing on localised public sector grants and contract, was no longer a sustainable way forward. Concrete steps to diversify funding began to be taken in 2022/23 and have continued in 2023/24. As a result we expect next year to report a substantially increased turnover, and a much larger number of programmes being resourced from national and London funding programmes, and by 2024/25 to have returned to making a nett contribution to unrestricted reserves.

Currently we are renewing Real's theory of change and rebranding to better connect our activities to the impact they have on the individual lives of Disabled People and the broader social change. This is being integrated into a multi-stakeholder long term strategic planning process, our first since before the pandemic.

Using our new Charity SalesForce CRM, we are upgrading our segmented engagement, marketing and communications. This will enable us to better reach and involve diverse communities and community organisations in the borough and beyond.

We are also developing a Charter for Real Change which will set out in plain english a vision of change and the values underpinning it. We will be using this as an engagement tool, asking individuals, groups, charities, public sector bodies, and businesses to sign up and join us on the journey. This includes foundations, contractors, sponsors, and donors.

It has been agreed at Board level, and in whole staff meetings, that the ongoing business model will contain the following elements:-

1. Ongoing public sector contract and grant delivery in Tower Hamlets
2. Following up our unique track record of outstanding practice in coproduced, Disability-inclusive change interventions of both NHS and integrated services, and in

health equity, to build influence and development opportunities across the North East London ICB and neighbouring areas.

3. Following up our well respected Then and Now project, to build our activity and influence in this field improving Disabled people's equitable access to inclusive recruitment and employment. This includes Disability-inclusive practice amongst SMEs, employment support agencies and campaigns.
4. Real is actively modelling the potential costs/benefits of launching our first donation-based fundraising campaign in 2024/25; soliciting donations from individuals, community organisations, businesses, from sponsored activity and in other ways.
5. Real will explore expanding it's operational foot print into areas not served by a DPO. We will do so without compromising our local Tower Hamlets connections. We note many organisations such as AgeUk East London, East End CAB and Mind in Tower Hamlets, Newham and Redbridge, have followed this path.
6. Developing our Applied Research programme: November 2023 saw the start of our Propel Quality of Life community research. Based on a standardised tool for people with learning disabilities, this programme will seek to develop the approach to validate it's use for all Disabled people. We are also participating in a funding bid for 2024/5 with Kings College, London and are seeking other opportunities in a community research hub programme.
7. Developing our activity in heritage and community safety programmes.

7. Significant events after the year-end

In August 2023, Jack Gilbert was appointed Chief Executive.

8. Administration

8.1. Trustees

Real currently has 5 trustees.

These are the appointments and departures since 1 April 2022.

Name	Position	
Gren Bingham	Chair	Appointed Chair 24/05/23
Henry Stone	Vice-Chair	
Alan Drew	Audit/Finance	Appointed 24/05/23
Owais Niaz		
David Burbidge		Appointed 01/09/23
Yusuf Can Zeyrek		Appointed 24/05/23 Resigned 01/09/23
John Sharp		Resigned 16/05/22
Mahendra Rastogi		Term ended 24/05/23
Martha Stafford		Term ended 24/05/23

The day-to-day management of the organisation and its services has been delegated to a Chief Executive Officer.

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 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.

In 2022-2023, the trustees aimed to meet every six or seven weeks.

9.1. Remuneration

In response to changing market conditions making recruitment at all levels more challenging, a pay review process was initiated. This resulted in Level 1 - market rate equalisation from £22,500 to £24,500, Level 2 - market rate equalisation from £27,000 to £28,000, Level 3 - increase from £33,000 to £35,000 to reflect additional responsibilities, and other staff - 5% increase.

There is one member of staff paid at or over £60,000 per annum.

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. During the previous year 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 following table represents the latest analysis of significant residual risks.

RISK	IMPACT	PROB	ACTION	RESIDUAL RISK
FINANCES - Risk of not achieving diversified business model (see 6)	HIGH	HIGH	Timely progress in several of the business development areas can be evidenced, with several new grant and contract opportunities in the near term pipeline. Business development and going concern modelling are place. The Board, CEO and senior managers are currently assessing progress on a monthly basis. Very conservative projections for 2024/25 indicate positive contribution to reserves. However, as with any change in business model, this needs to be monitored closely until bedded in, when risk will be mitigated.	MEDIUM-HIGH

RISK	IMPACT	PROB	ACTION	RESIDUAL RISK
GOVERNANCE: Risk of ensuring good governance over organisation	HIGH	MEDIUM	The Board have taken the following steps: Creating an audit/finance committee to enable detailed scrutiny of finance and risk; increased the frequency of Board meetings, which are now hybrid; participating in the Refresh programme to advance our strategic planning; reviewing the financial, fundraising and risk reporting mechanisms; engaging in active trustee recruitment including working with Tower Hamlets Volunteer Centre promoting diversity of lived experience, skills, and intersectional identity; Succession planning.	MEDIUM-LOW
OPERATIONS: Risk associated with delays in partnership work programmes	HIGH	MEDIUM	There are several delivery programmes where Real is a partner in a consortium lead by another agency. Real makes every effort to mobilise in a timely fashion, but occasionally delays amongst the partnership, impacts on our work. There are also occasions when public sector partners, with whom we are contracted to work, impose delays. Real mitigates these risks by ensuring that this is documented and where appropriate reported to the commissioner/grant giver, and by keeping to our own revised delivery schedule.	MEDIUM-LOW
REPUTATION	HIGH	MEDIUM	Having a service delivery role in Tower Hamlets as well as being a DPO responsible for voicing Disabled community concerns could be the source of reputational risk. This is mitigated by a) by engaging with and managing relations with senior officers and politicians, and acting professionally, consistently, transparently and authentically at all times; b) broadening our funding base and the reach of our influence beyond Tower Hamlets; c) presenting and promoting our ongoing work so that it has maximum reach and impact; d) Connecting all our activity to the change we want to see in the world (Theory of Change). By implementing Refresh and the revised business model this risk will reduce.	MEDIUM-LOW
WORKPLACE	HIGH	MEDIUM-LOW	There continues to be a search with the local authority to find suitable accessible ground floor accommodation. In the meantime PEEPs and mitigations are in place in our current first floor office space. We have been told that the space we currently use will at some stage be required for other purposes by LBTH, and have now made direct representations to the Mayor's Office to expedite their assistance.	MEDIUM-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

We had total income of £603,417 compared to £585,166 last year. We had corresponding total expenditure of £664,401, compared to £575,046 last year. In the previous year we had an operating surplus of £10,120, whereas this year we had an operating deficit of £60,984, of which £31,984 relates to unrestricted funds.

Aside from utilisation of restricted reserves for delivery purposes, the operating deficit was caused in part by the ongoing impact of significant contract changes reported last year, the ending of pandemic-related funding programmes, together with several unforeseen one-off costs (for recruitment of the new Chief Executive (for which two recruitment rounds were held) and for HR and Operational freelance management support.

This has meant that our total reserves now stand at £146,750 comprising £113,916 of unrestricted reserves and £32,834 of restricted reserves. Last year the projection for 31 March 2023 given was in fact for £101,913.

The latest forecast to 31 March 2024 shows an anticipated reduction of unrestricted reserves by £23,803 and restricted reserves by £25,952.

Whilst the transition to diversify funding has begun during period to 31 March 2024, the full benefits will not be felt until year ending 31 March 2025.

As is clear from the extended section 6 Plans for the Future, and Section 10.2 Risk Analysis. The Board, Chief Executive and SMT are now in the midst of making the changes required to achieve long term sustainable growth. Until that bears fruit, it remains the number one risk for the organisation to monitor.

11.3.Financial reserves policy

The reserves policy remains to have three months operating costs. Recognising this is a turnaround period, the Board have instructed the Chief Executive to make the restoration of our reserves to over £150,000 a priority goal by March 2025.

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:-

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.

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.

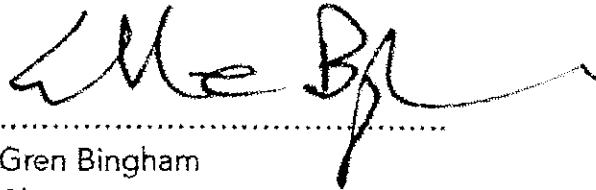
The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding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

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

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

Approved by the trustees on 19 Dec 2023 and signed on their behalf by:

A handwritten signature in black ink, appearing to read 'Gren Bingham', written over a horizontal dotted line.

Gren Bingham
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 2023 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 2023, 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.

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.

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

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) prepared for the purposes of company law for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' 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 included within the trustees' 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.

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.

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

(Limited by Guarantee) /contd...

- 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.

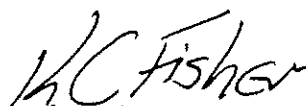
Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed 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 available on the Financial Reporting Council's website at: 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



20th December 2023

REAL DPO LTD

STATEMENT OF FINANCIAL ACTIVITIES

(Incorporating Income and Expenditure Account)

FOR THE YEAR ENDED 31 MARCH 2023

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2023 £	Total 2022 £
Income					
Donations and legacies	2	21	-	21	59,297
Charitable activities	3	307,995	294,644	602,639	524,868
Investments	4	757	-	757	30
Other		-	-	-	971
Total		<u>308,773</u>	<u>294,644</u>	<u>603,417</u>	<u>585,166</u>
Expenditure					
Charitable activities	5	<u>341,643</u>	<u>322,758</u>	<u>664,401</u>	<u>575,046</u>
Total		<u>341,643</u>	<u>322,758</u>	<u>664,401</u>	<u>575,046</u>
Net income/(expenditure)	9	(32,870)	(28,114)	(60,984)	10,120
Transfers between funds	15	<u>886</u>	<u>(886)</u>	<u>-</u>	<u>-</u>
Net movement in funds		<u>(31,984)</u>	<u>(29,000)</u>	<u>(60,984)</u>	<u>10,120</u>
Reconciliation of funds					
Total funds brought forward	15	<u>145,900</u>	<u>61,834</u>	<u>207,734</u>	<u>197,614</u>
Total funds carried forward	15	<u>£113,916</u>	<u>£32,834</u>	<u>£146,750</u>	<u>£207,734</u>

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

All income and expenditure derive from continuing activities.

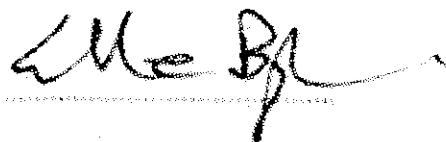
The notes form part of these Financial Statements.

REAL DPO LTD
BALANCE SHEET
AS AT 31 MARCH 2023

	Notes	2023		2022	
		£	£	£	£
FIXED ASSETS					
Tangible fixed assets	12		2,253		10,369
CURRENT ASSETS					
Debtors	13	156,155		104,655	
Cash at bank and in hand		296,288		189,651	
		<u>452,443</u>		<u>294,306</u>	
CREDITORS: Amounts falling due within one year	14	<u>307,946</u>		<u>96,941</u>	
NET CURRENT ASSETS			<u>144,497</u>		<u>197,365</u>
NET ASSETS	16		<u><u>£146,750</u></u>		<u><u>£207,734</u></u>
Represented by:					
FUNDS					
Unrestricted Funds	15	113,916		145,900	
Restricted Funds	15	32,834		61,834	
	15	<u><u>£146,750</u></u>		<u><u>£207,734</u></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 19 December 2023 and signed on its behalf by:



Grenville Bingham
Trustee / Director

The notes form part of these Financial Statements

REAL DPO LTD

CASH FLOW STATEMENT

FOR THE YEAR ENDED 31 MARCH 2023

	Notes	2023 £	2022 £
Cash flows from operating activities			
Net movement in funds		(60,984)	10,120
Adjustments for:			
Depreciation	12	8,116	9,764
Bank interest receivable	4	(757)	(30)
(Increase)/decrease in debtors		(51,500)	58,712
Increase / (decrease) in creditors		211,005	(56,308)
Net cash provided by/(used in) operating activities		<u>105,880</u>	<u>22,258</u>
Cash flows from investing activities			
Bank interest received		757	30
Purchase of tangible fixed assets	12	-	(5,790)
Net cash provided by/(used in) investing activities		<u>757</u>	<u>(5,760)</u>
Increase in cash and cash equivalents		106,637	16,498
Cash and cash equivalents brought forward		<u>189,651</u>	<u>173,153</u>
Cash and cash equivalents carried forward		<u>£296,288</u>	<u>£189,651</u>
		2023	2022
Analysis of cash and cash equivalents			
Cash at bank and in hand		<u>£296,288</u>	<u>£189,651</u>

The notes form part of these Financial Statements

REAL DPO LTD

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

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 2023

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 2023 £	Total 2022 £
Donations	21	-	21	25
Grants - ATW	-	-	-	1,272
Other grants	-	-	-	58,000
	<u>£21</u>	<u>£Nil</u>	<u>£21</u>	<u>£59,297</u>

Of the £59,297 recognised in 2022 £40,025 related to unrestricted funds and £19,272 related to restricted funds.

REAL DPO LTD

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

/contd

3. INCOME FROM CHARITABLE ACTIVITIES	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
Grants and contracts				
IAA Local Link	-	-	-	142,510
IAA Hate Crime	18,240	-	18,240	18,639
Advocacy THC	28,797	-	28,797	20,542
Engagement – Local Voices	-	-	-	4,355
Engagement – Public Health	22,500	-	22,500	58,371
Engagement – Loneliness & Disability	83,334	-	83,334	16,667
Engagement - EDAP	90,000	-	90,000	
Engaging Disabled People	53,958	-	53,958	
Engagement - Other	-	-	-	4,932
Engagement - WTT	-	-	-	-
LCF - TCOYL	-	72,905	72,905	72,905
LCF – Then & Now	-	135,243	135,243	135,243
SVRR	-	86,496	86,496	50,704
Cornerstone Inclusion London	2,625	-	2,625	-
Cornerstone Tower Hamlets	8,541	-	8,541	-
	<u>£307,995</u>	<u>£294,644</u>	<u>£602,639</u>	<u>£524,868</u>

Of the £524,868 recognised in 2022, £266,016 related to unrestricted funds and £258,852 related to restricted funds.

4. INVESTMENT INCOME	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
Bank interest	<u>£757</u>	<u>£Nil</u>	<u>£757</u>	<u>£30</u>

All of the £30 recognised in 2022 related to unrestricted funds.

5. EXPENDITURE ON CHARITABLE ACTIVITIES	Direct costs £	Support costs £	Total 2023 £	Total 2022 £
IAA Local Link	-	-	-	123,055
IAA Hate Crime	10,788	5,431	16,219	19,507
Advocacy THC	35,713	-	35,713	21,691
Engagement – Local Voices	-	-	-	9,867
Engagement – Public Health	17,304	5,917	23,221	59,676
Engagement – Loneliness & Disability	75,083	7,074	82,157	11,733
Engagement - EDAP	65,493	17,752	83,245	-
Engaging Disabled People	40,307	9,974	50,281	-
Engagement - Other	-	-	-	4,623
LCF – TCOYL	50,868	34,097	84,965	64,074
Engagement – WTT	-	-	-	2,913
LCF – Then & Now	98,780	54,010	152,790	133,094
ATW	-	-	-	1,272
Core	-	40,231	40,231	72,230
SVRR	71,750	13,253	85,003	51,311
Cornerstone Inclusion London	2,597	226	2,823	-
Cornerstone Tower Hamlets	7,141	612	7,753	-
	<u>£475,824</u>	<u>£188,577</u>	<u>£664,401</u>	<u>£575,046</u>

Of the £664,401 (2022: £575,046) expenditure recognised in 2023, £341,643 (2022: £317,048) was charged to unrestricted funds and £322,758 (2022: £257,998) was charged to restricted funds.

REAL DPO LTD

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023
/contd...

6. ANALYSIS OF DIRECT COSTS

	2023 £	2022 £
Salaries and pension	319,167	230,710
Freelance and temporary staff	13,972	23,330
Staff costs	6,877	1,079
External meetings	2,037	1,914
Membership and subscriptions	1,607	-
Marketing	517	711
Project partner costs	128,167	145,392
Other project costs	3,480	4,525
	<u>£475,824</u>	<u>£407,661</u>

7. ANALYSIS OF SUPPORT COSTS

	2023 £	2022 £
Salaries and pension	108,120	115,527
Freelance and temporary staff	25,018	5,197
Staff costs	18,263	1,584
Volunteers expenses	10	6
Membership and subscriptions	423	918
External meetings and events	214	150
IT support and maintenance	8,982	14,564
Insurance	1,860	1,791
Rent	8,000	8,000
Telephone	2,068	2,325
Office expenses	123	397
HR advice	2,542	2,545
Depreciation	8,116	9,766
Bank charges	100	96
Health and safety	311	152
Governance costs (see Note 8)	4,427	4,367
	<u>£188,577</u>	<u>£167,385</u>

8. GOVERNANCE COSTS

	2023 £	2022 £
Trustees' expenses (note 11)	479	479
Statutory Auditor's remuneration	3,900	3,840
Filing costs	48	48
	<u>£4,427</u>	<u>£4,367</u>

9. NET INCOME/(EXPENDITURE) FOR THE YEAR

	2023	2022
This is stated after charging:		
Auditor's remuneration - audit services	£3,260	£3,200
- non-audit services (accountancy)	£640	£640
Depreciation	£8,116	£9,764
Operating lease rentals	<u>£8,000</u>	<u>£8,000</u>

REAL DPO LTD

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

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10. STAFF COSTS

	2023 £	2022 £
Salaries	385,018	314,631
Social security costs	33,350	24,006
Pension costs	8,919	7,600
	<u>£427,287</u>	<u>£346,237</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 10.7 (2022: 9.2). The average monthly number of employees was 13 (2022: 13).

Total employee benefits received by key management personnel amounted to £64,930 (2022: £65,302).

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 (2022 : £479) was met by the charity for 5 trustees (2022: 5).

12. TANGIBLE FIXED ASSETS

	Furniture Fixtures and Equipment £	Computer and Office Equipment £	Total £
Cost:			
At 1 April 2022	5,784	67,308	73,092
Additions	-	-	-
Disposals	-	-	-
At 31 March 2023	<u>5,784</u>	<u>67,308</u>	<u>73,092</u>
Depreciation:			
At 1 April 2022	5,784	56,939	62,723
Charge for year	-	8,116	8,116
Eliminated on disposal	-	-	-
At 31 March 2023	<u>5,784</u>	<u>65,055</u>	<u>70,839</u>
Net Book Value:			
At 31 March 2023	<u>£Nil</u>	<u>£2,253</u>	<u>£2,253</u>
At 31 March 2022	<u>£Nil</u>	<u>£10,369</u>	<u>£10,369</u>

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NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

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13. DEBTORS

	2023 £	2022 £
Trade debtors	72,860	19,554
Accrued income	72,985	77,018
Prepayments	10,310	8,013
Other debtors	-	70
	<u>£156,155</u>	<u>£104,655</u>

14. CREDITORS: Amounts falling due within one year

	2023 £	2022 £
Trade creditors	34,221	10,570
Social security and other taxes	9,726	7,272
Accrued expenses	57,757	79,099
Deferred income	206,042	-
	<u>£307,946</u>	<u>£96,941</u>

Deferred income of £206,042 (2022: £Nil) included above relates to grant income received during the year but relating to a future accounting period.

Deferred income analysis

	2023 £	2022 £
Deferred income brought forward	-	-
Additions during the year	206,042	-
Amounts released to income	-	-
	<u>£206,042</u>	<u>£Nil</u>

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NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

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15. MOVEMENT IN FUNDS	Balance at 1 April 2022 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2023 £
Unrestricted funds					
General funds	145,900	308,773	(341,643)	886	113,916
	<u>145,900</u>	<u>308,773</u>	<u>(341,643)</u>	<u>886</u>	<u>113,916</u>
Restricted funds					
LCF - TCOYL	13,904	72,905	(84,965)	-	1,844
LCRF	18,000	-	-	-	18,000
LCF – Then & Now	23,656	135,243	(152,790)	-	6,109
ILS – SFC	6,881	-	-	-	6,881
SVRR	(607)	86,496	(85,003)	(886)	-
	<u>61,834</u>	<u>294,644</u>	<u>(322,758)</u>	<u>(886)</u>	<u>32,834</u>
Total funds	<u>£207,734</u>	<u>£603,417</u>	<u>£(664,401)</u>	<u>£Nil</u>	<u>£146,750</u>

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

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

	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2022 £
Unrestricted funds					
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>
Restricted funds					
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>
Total funds	<u>£197,614</u>	<u>£585,166</u>	<u>£(575,046)</u>	<u>£Nil</u>	<u>£207,734</u>

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NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

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16. NET ASSETS BETWEEN FUNDS

	Unrestricted funds £	Restricted funds £	Total funds £
Fixed assets	2,253	-	2,253
Current assets	419,609	32,834	452,443
Current liabilities	(307,946)	-	(307,946)
As at 31 March 2023	£113,916	£32,834	£146,750

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	10,369	-	10,369
Current assets	232,472	61,834	294,306
Current liabilities	(96,941)	-	(96,941)
As at 31 March 2022	£145,900	£61,834	£207,734

17. RELATED PARTY TRANSACTIONS

There have been no transactions with related parties during the year ended 31 March 2023 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 2023 but not yet received and recognised as income due to the recognition criteria not being met amounts to £339,319 (2022: £268,848).