

REAL DPO LTD

(Limited by Guarantee)

Company Number: 03213172

Charity Number: 1061671

**TRUSTEES' ANNUAL REPORT AND AUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

Kingston Burrowes Audit Ltd

Statutory Auditors

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REAL DPO

TRUSTEES' ANNUAL REPORT 2023-2024

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1. Chair and Trustees' statement

The Board of Trustees present their annual report and audited financial statements for the year ended 31 March 2024. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" in preparing the trustees' annual report and financial statements of the charitable company. The Board is satisfied with Real DPO Ltd's performance during the year and the position at 31 March 2024.

The past year has been one of consolidation for Real where our focus has been on establishing a smoothly running sustainable organisation in the face of contracting local council funding and, as mentioned in the last annual report, departure of the CEO in early 2023 with Jack Gilbert appointed in August 2023.

Real focuses its work in and around the London Borough of Tower Hamlets (LBTH) delivering advocacy, employment, advice, coproduction and engagement support to local people. Real works to break down barriers and limitations imposed by society, such as inaccessible environments, discriminatory attitudes, and lack of accommodations, which prevent Disabled People from fully participating in society. Real supports anyone who identifies themselves as Disabled or D/deaf or who has a long-term condition in line with the social model of disability. We also bring our experience in doing this to help various government, statutory and business organisations in better addressing the needs of Disabled and D/deaf people.

The board is actively seeking additional members to help strengthen Real and to deal with vacancies the succession policy creates as it rotates people out of the board.

This was the first period under Gren Bingham as the current Chair.

2. Introduction from our Senior Management Team

In the absence of a CEO, this year this section has been completed by Real's Senior Management Team.

In this period Real continued to deliver excellent Advocacy and Advice services to Disabled People in Tower Hamlets and across London. This valuable service continues to show the importance of Independent, locally delivered services in ensuring that Disabled people can access the support that they need.

Real also built on it's successful reputation of outstanding Coproduction work, working across various statutory bodies to improve Accessibility and ensure that Disabled residents had their voices heard by key decision makers.

We also launched our first structured Campaign around Housing and a brand new, groundbreaking research project. This work will expand on the skills of our staff and members and provide new opportunities for us moving forward.

We have also begun to build a better picture of a client's journey through Real, recognising that often someone comes to us for support from a specific service and finds other areas of our work that may interest or benefit them. This is something we hope to expand on further in the next year by better marketing these opportunities and reaching more new members.

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

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're a registered charity (charity registration number 1061671) and a company limited by guarantee (company number 3213172).

During this period we reviewed our Mission and Vision statements as part of our work planning the new Strategy, expected in 2025.

Vision

A world without barriers where Disabled people are respected and empowered, and experience equity.

Mission

- We empower all Disabled people to lead their best lives.
- We promote intersectional equity and inclusion for all Disabled people. We work together to ensure services meet all Disabled people's needs and recognise our diverse lived experiences.
- We combat discrimination, prejudice and ignorance against individuals, and challenge systemic barriers.

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, The United Nations Convention on the Rights of People with Disabilities. 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 Deaf and Disabled People's Organisation (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 Key principles and objectives

The purposes of the charity as set out in its governing document is that for the relief of Disabled people in the London Borough of Tower Hamlets and the surrounding boroughs within Greater London to enable them to obtain their full rights and privileges as citizens and to obtain their inherent right to life on an equal basis with others in accordance with the social model of Disability and the UN Convention for Disabled People.

We adhere to the following principles:

We want to help our constituents:

- have the same life chances as everyone else
- access their rights, including human rights
- overcome discrimination
- live independently*.

* Independently means living with any support they need, where they choose, how they want, with the money to do it.

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, 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 principles 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. Real's General Advocacy Service
2. Real's Hate Crime Advocacy Service
3. Real's Housing Campaign
4. Then & Now
5. Taking Control of Your Life

6. Talking About Disability (Cornerstone)
7. Equality Impact Assessments (Cornerstone)
8. Engaging Disabled People in Health and Social Care
9. Embedding Disability Access Programme Phase 2
10. Accessible Communications
11. Disability and Wellbeing (Quality of Life)
12. DLS Advice (Propel)
13. All Inclusive Information
14. Improving Access to Vaccines
15. Communities Keeping Well

5.1. Real's General 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 services we provide are delivered with the aims:

- 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 2024.

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 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.

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 consortium partners in the borough of Tower Hamlets: Apasen, Island Advice Centre, Bromley by Bow Centre, Positive East, Real and Tower Hamlets Law Centre. It provides a free service to anyone in Tower Hamlets who may benefit from additional support, Real's contract provides this support for anyone who is Disabled or has a long-term health condition.

While the funding for Real's advocacy comes from the local authority, 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 variety of issues: 40 independent advocacy and 60 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. We have worked with numerous clients from across the borough and supported many clients with multiple health conditions and disabilities. This is great progress, and the team has been working hard to provide excellent service to our clients and to reach our annual target.

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 that the service was delivered in a way which met their access and communication needs.

5.2. Real's Hate Crime Advocacy Service

Real is part of the, The Mayor's Office for Policing and Crime (MOPAC) funded pan-London Communities Against Hate (CATCH) Partnership. The partnership consists of Galop, The Monitoring Group, The Community Security Trust, TellMAMA (Measuring Anti-Muslim), Choice in Hackney, Stay Safe East and Real. The organisations specialise in different forms on Hate Crime, with the latter three being DPOs that support people who have experienced Disability Hate Crime.

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. 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.

Issue: Client was facing issues of harassment, verbal abuse and threats of violence, from an individual who was not a family member, and wanted to obtain a restraining order. Client had reported three incidents to the police.

Barriers: Client had had a stroke earlier in the year. Client had received a letter from the police after reporting the incidents but had no ongoing support.

Impact: Client had reduced trust in police, due to lack of support with the issue. Threats of violence had impacted client's ability to live her life as usual.

A Hate Crime advocate from Real signposted the client to the Rights of Women helpline, to obtain legal advice on getting a restraining order. The client asked for the advocate's support in chasing up the police, as she had not heard anything since reporting the incidents and did not feel comfortable speaking to them independently. With crime reference numbers the advocate spoke to the police and crime management service, to understand what had happened with the case, and to relay this to the client. Crime management relayed that the police had visited the perpetrator at his address. The Advocate informed the client about how they could appeal the decision to close the case.

After working together for over a month the client told advocate that she felt much better in herself and more relaxed, had not seen the perpetrator in a while, and was happy to close the case. The Advocate gave emotional support to the client throughout the case, and client expressed that they were grateful for advocate's help and regular communication.

5.3. Real's Housing Campaign

In November 2023, Real began a housing campaign project which will end October 2024. This is sat in the Engagement and Co-production team and is funded by Trust for London following the division of the Strengthening Voices Realising Rights campaign into its individual DPO members.

The project's aim is for DPOs to upskill their staff and participating membership in housing rights and campaigning. The focus of the campaign is to be decided by the DPO and co-produced with its members. Initially, we had planned to concentrate on the private rent sector but given that the majority of our active members live in social housing we decided to switch to this area of housing.

To begin with, staff working on the project began researching housing rights and training while promoting the opportunity to join the project's co-production group. Once we had formed a group, we co-designed a survey to circulate with Disabled residents of social housing in Tower Hamlets to find out what housing issues they faced. We have attended training sessions and consultations on housing issues and shared these opportunities with the co-production group.

We analysed the results of the survey and identified three areas which were prominent in the results: fire safety and emergency evacuation procedures; housing register applications; and housing disrepair. As a group, we discussed these themes and what opportunities they presented to campaign on. Opinion was varied on which theme we

should chose, but the decision was made to focus on fire safety, as this presented the greatest chance of having some impact in the short timescale of the project.

As of the end of 2023/24, the co-production group is designing a survey to better understand Disabled residents of social housing's understanding of fire safety and emergency evacuation measures. The results of this will inform the campaign and provide evidence for it. We will approach the council and housing associations and campaign for them to make changes based on the results of the survey, and issues affecting Disabled people nationally.

5.4. THEN (Tower Hamlets Employers Network) & NOW (Network of Workers)

In the final year of the THEN and NOW project, our team both extended our reach to a greater number of employers and delivered considerably more hours of tailored advice to these employers. Across all activities, including our one-to-one advice service and 2-hour shared learning and development workshops, 66 different organisations have meaningfully engaged with THEN. Hosting workshops on legislative duties like 'Navigating Reasonable Adjustments' and bespoke Disability Awareness Training to a number of different organisations, we have worked hard to help these employers better understand how to support D/deaf and Disabled people both in and into the workplace with the overall objective of narrowing the disability poverty, employment and earnings gap.

Through our one-to-one advice service, this project delivered over 600 hours of advice across its lifespan. In year two of the project, we had increased partnership working with the Legal Advice Centre, and we collaboratively introduced a system that enabled their team to provide complex legal advice through us and thus avoid the potential of a conflict of interest. This also increased expertise and capacity within Real's project team.

Multiple THEN members have hired more than one Disabled staff member into their organization this year, and one has also increased the hours of a Disabled worker after seeking our support on reasonable adjustments that consequently enabled the employee to perform without difficulty. Furthermore, our team has worked in partnership with far more organisations and developed strong relationships from our reputation – e.g., through our presence at community events or on forums such as the Employability Partnership Forum and the GLA's Building a Fairer City Committee, or through simply word-of-mouth from our consistent commitment to deliver both the value and impact in line with the aims of the Local Community Fund.

Finally, we have delivered all of the resources we aimed to – namely, the ten inclusive employment guides that were co-produced with NOW, and the directory of resources so residents could find accessible training and support opportunities – and above, with the creation of two additional guides that were requested by members of THEN and NOW. We have met and exceeded almost all our targets, though when there is a shortfall (or we decided to deliver in a slightly different, more efficient way) this has been explained in length under the relevant outcome.

5.5. Taking Control of Your Life

Taking control of your life project (TCOYL) was a service that helped Disabled residents of Tower Hamlets make informed decisions about their independence, choice and freedom. The project had a wide remit of what we could help them with, from grant applications to researching befriending services, local activities and helping them look for jobs.

The project's aim was to help Disabled people to increase their control and independence over their lives and we worked with them to help them achieve this through their goals and objectives. Unfortunately, the project's funding ended in 2023, however, we have continued some of this work through our new 'All Inclusive Information' project described later in the report.

In the final year of this project Real produced 53 action plans and provided assistance and resources to clients with complex needs. The project had good coverage of clients across the area and age ranges and most of our clients had multiple impairments, which not only shows our success in reaching a wide audience but also reaching clients with complex needs, who need our support the most.

We also held 2 coproduction meetings and strengthened our membership of the coproduction group to 16 members. We had a lot of interest from professionals in participating in sessions with the co-production group; and local Disabled people attended who shared their perspectives and experiences.

This year, the first coproduction session the team delivered was "FYI...Your Right to Information" to help clients access to information. The session focused especially on Subject Access Requests and covered its history, the eligibility to make a request, processes within different institutions, the role of different agencies, reasonable adjustments and what to do when it goes wrong.

The second session was a workshop on Complaints. The session was on 'Writing Your Own Complaint'. This was a topic which our clients expressed an interest in, and one that has been in high demand. Our aim with this session was to upskill our clients to uphold their rights and empower them to work towards their goals by learning to structure a complaints letter, knowing what evidence is required, the process involved and their rights.

Participants feedback "the session was very informative, interaction with time for discussion." The participants were incredibly engaged and were eager to learn and share anecdotes from their own experience.

Clients and professionals have given great feedback, and our service was greatly valued, especially as there are not many organizations locally that support clients with grants and action planning. Clients reacted very positively to being supported by a user-led organisation and from staff with lived experience. Clients also described that staff were very empathetic and helpful.

5.6. Talking About Disability (Cornerstone)

Real is part of a two-year partnership project, led by Inclusion London and funded by the National Lottery, which is bringing Deaf and Disabled People's Organisations (DDPOs) together to evaluate the messaging used by DDPOs and develop strategies to improve them.

Working with strategic communications experts, eight DDPOs came together and developed the Talking About Disability guide. It's based on extensive research on how effective we are as a DDPO sector talking about disability, the social model and our organisations. Coproduction groups found that current communication strategies are failing to resonate with the public on disability issues. The guide gives organisations the best chance of persuading and motivating new people to support DDPOs, while staying true to their values and the people who already support them.

The plan is to seek further funding to develop a peer network so that DDPOs can regularly come together to get feedback on messaging, create unified campaigns and learn together.

5.7. Equality Impact Assessments (Cornerstone)

The Tower Hamlets Cornerstone Project is a partnership between Tower Hamlets Council for Voluntary Service (THCVS) – the infrastructure organisation supporting the voluntary sector in London Borough of Tower Hamlets and six community groups and organisations including Real.

This two-year project, funded by The National Lottery, aims to influence more inclusive decision-making across public sector agencies in Tower Hamlets. The project aims to create a model for voluntary sector partnership for public sector bodies wanting to work with local communities to address inequalities within policy making services in Tower Hamlets.

The project aims to achieve this by creating a partnership that brings together community organisations led by and representing people across the diversity of lived experiences in Tower Hamlets by partners working together, and with public sector bodies, to create a good practice guide and resource for carrying out Equality Impact Assessments (EqIAs) across the borough.

As part of the project Real has recruited two volunteer panel members with lived experience of Disability who will represent Disabled voices on the resident's panel. These residents will be upskilled in Equality and Diversity, Intersectionality and Equality Impact Assessments.

The project has selected the upcoming Violence Against Women and Girls (VAWG) Strategy to be the EqIA that the panel contributes to.

Following this the panel will create and Best Practice Guide to EqIAs and host a learning event for statutory partners which will be reported on in next year's report.

5.8. Engaging Disabled People in Health and Social Care

The Engaging Disabled People in Health and Social Care project is our partnership project with Tower Hamlets Council, providing a critical friend role within the local authority as well as engaging Disabled people in coproduction work to inform decision makers.

This funding allowed our CEO and Head of Programmes to participate in various strategic and statutory boards such as Tower Hamlets Together, the Health and Wellbeing Board and the Safeguarding Adults Board.

We also delivered three Coproduction projects within this time period, the Hostels and Wheelchairs Recommissioning and a deep dive into Care Technology use within the borough.

Hostel Recommissioning

We were commissioned to Develop ways of working with hostel residents on the risk assessment and support planning aspects of induction as well as information sharing protocols.

We carried out 1.1 in-depth interviews with the following.

- 3 interviews with Edward Gibbons residents
- 3 x Founders House residents
- 2 x staff members of Edward Gibbons
- 2 x staff members of Founders House

Residents did seem happy with the induction, support planning and risk assessment which we are asked to report on; however, we found issues with their wider journey.

Some residents report feeling they have been abandoned and do not feel they have support to achieve long terms aims of independence and moving on from hostels. Many residents express a strong desire to move into their own home and move towards to it. Many residents report feelings of isolation, lack of activities to fill their time. Many residents expressed wanting their 'life back', moving to their own place, having a job, learning life skills like cooking and reconnecting with family and maintaining their relationships. A few residents expressed they are not supported to become more independent, especially when it comes to moving, they have expressed wanting a housing officer to support them. Cooking as also been a salient issue for residents, for those who cannot they want to be taught, and those who can want to be given a chance to cook.

As well as independence, residents want to see the hope that things can change. The hope does not always need to resonate into a tangible outcome like housing or being

substance free but also increased connection or feeling optimistic and a possibility of a life outside the hostel.

Residents report issues of misbehaviour and feel perpetrators should face consequences of their actions and there should be some retribution. There have also been incidents involving thefts, leading residents feeling insecure in their homes. As with misbehaviour, residents feel more action needs to be taken to prevent crime and punish offenders. Residents attribute misbehaviour and thefts to substance misuse.

Residents have reported the hostel have tried to accommodate access needs arising from disability such as placing residents with mobility issues or wheelchair services on ground or first floor, if the lift stops working, it is repaired urgently. Adaptions are made to the property for the disabled resident to better use the property and they are supported to attend medical appointments. Although there seems to be good practise to meet different access needs of client impairment, embedding Disability Awareness training would to be advisable. Staff mentioned they had not received any Disability Awareness training and thought it would be a good idea to have it as part of their core training. Residents felt staff were not trained in areas of Addiction and did not show empathy.

From our findings, we have found what works well is:

- Establishing expectations between the hostel and residents and providing clarity to both parties of their responsibilities.
- Having time to build rapport with residents to build up trust.
- Working in collaboration and removing the “us and them” mentality.
- Flexibility to respond to residents which meets their needs and preferences.
- Ensuring there is regular and consistent communication and interaction in a way that suits residents.
- Not giving up, residents may seem resistant to support in some situations however, by “being there for them”, so they are able to request support when they need it.

As a result of our work, a project will commence looking at wider coproduction within the hostels commissioning and provision services.

Wheelchair Recommission

The commission required Real to seek, report and analyse the experiences of wheelchair service users of the last five years. A retrospective account of what worked well and what did not work well was required. Real wanted to utilise its experience to elicit some of the critical success factors for commissioners to include in the recommissioning of the service. User involvement and coproduction is an important part of Real's way of working. With a timescale of two months from start to completion, we needed to attenuate our engagement methods while keeping an element of user involvement in the design of the process.

We used focus groups and a survey for data collection.

Our Findings

- Referral pathways do not incorporate existing healthcare systems (which are used by professionals and GPs) and add barriers for information sharing.
- Staff are described as “lovely”, “friendly”, “caring”, “professional” and “helpful”.
- Service users would like more information on wheelchair budgets and for it to consider individual circumstances.
- Equipment scored the highest rating with a 7.7 out of 10.
- Service users whose children were 17 or 18 informed us that their most recent contact was a long time ago. In their experience once the service users turn 18, the service disappears.
- Even if the service users were happy with the service and equipment, they face barriers within wider life such as Transport and Housing.
- Nearly all of the service users wanted to see an out of hours provision, either having appointments in the evening or weekends.
- Service users want to see regular updates and be kept in the loop.
- Many service users were dissatisfied with the lack of information sharing and joined up working between the wheelchair services and other statutory services.

We developed critical success factors and recommendations from our coproduction. We believe the following critical success factors would be useful in developing Key Performance Indicators for the service.

- Overall, a value-based approach to the service i.e. a set of values based on the experience of users are used to assess contractors.
(<https://www.cebm.ox.ac.uk/resources/reports/defining-value-basedhealthcare-in-the-nhs>)
- A consistent point of contact.
- Improved responsiveness.
- Prevention/early intervention.
- Professionals, especially GPs, know about the service and how to make a referral.
- All staff are Disability aware and understand the impact of the impairment(s) on lived experience and how the service needs to adapt.
- Tower Hamlets Care Tech or Independent Living Service is part of the integrated care system that aims to connect health and social care as many people need services from both types of care.
- User engagement with each other and the service.
- Develop resources to make services reachable, ensuring service users can contact staff and receive a response in a timely manner, reduce waiting lists
- Putting personalisation at the centre of assessments and equipment allocation.
- Combining the social care and clinical assessment in one service and one assessment.
- Using an incorporated systems for making referrals.
- Increasing number of suppliers for equipment.
- To co-create a user group and a carers/parent group.

- To co-create regular reviews and catch ups held every three months.
- Information sharing with other health teams for better customer service.
- Creating a working group including statutory bodies to ensure service users can use their wheelchair fully within the wider eco system.
- For potential service providers to be able to provide evidence of good work at the procurement stage.
- The most popular equipment to be held in-house to reduce waiting times for equipment.
- Upskilling service users with training on use, repair, and maintenance.
- Further explore experiences of service users and repeat satisfaction survey annually.
- Disability Awareness training.
- Service users to be part of the tender process.

As a result of our project, service users have been involved in the tender process, a user group has been set up.

Care Technology

We were commissioned to increase awareness of Care Technology.

We developed a road show, where we discuss barriers to independence, what products could help and barriers to accessing Care Technology.

Organisation	Audience	Type of session	Numbers
Age UK	Older persons	Showing products and q&a	12
Sonali Gardens	Older persons	Showing products and q&a	15
Sundial Centre	Older people	Stall	14
Toynbee Hall	Older people	Showing products and q&a	7
Bikeworks	Mixed group	Learning bike techniques	15
ICM Centre	Learning Disability	Showing products and q&a	6
Carer's Centre	Carers	Focus group	2
Vibrance	Learning Disability	Showing products and q&a	4
Create	Learning Disability	Showing products and q&a	13
Older Persons Group - Age UK	Older persons	Introduction to the project	30
Art and Soul group	Mixed group	Introduction to the client	7
Vibrance	Stakeholder interview		1
ICM	Stakeholder interview		1
Sonali Garden	Stakeholder interview		1
International Day of Disability	Mixed group	Stall	65
Total			193

We received 94% of good to fantastic rating. Barriers to accessing Care Technology included lack of awareness, procedural barriers such as needing a referral, not knowing who to contact, stigma, lack of support to use it, worries about maintenance, getting family and carers on board, unsuitability for certain impairments and fear.

Due to this project, we have been successful in achieving further coproduction work on raising awareness and usage of Care Technology and working with PA Consulting.

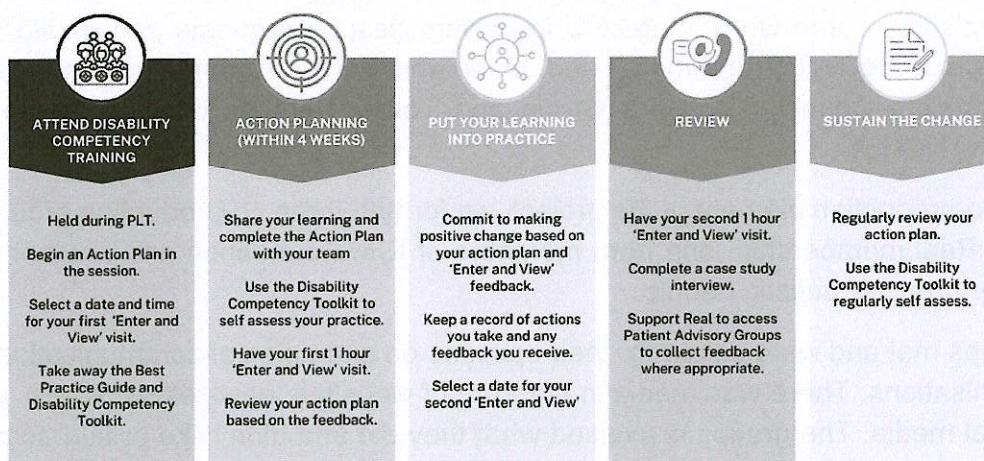
5.9. Embedding Disability Access Programme Phase 2

After the success of last year's Embedding Disability Access Pilot we are in the process of delivering our Disability Competency Programme across the wider Primary Care Network within Tower Hamlets. We received £100,000 to provide training to GP practices across three Primary Care networks. The training will take on board learning from the pilot and continue to be delivered by people with lived experience of Disability. We will again work alongside DeafPlus and ICM Foundation as partners and this time enlist the support of C-Pen to support with the logistics such as attendance booking, room booking

and evaluation. We will also carry out Access Audits and identify room for improvement with individual practices using the framework below. We have created a Learning pack consisting of a Best Practice Guide, Data around Disability in Tower Hamlets, condensed slides of trainings, a Toolkit which practices can use to self-assess and examples of easy read and BSL.

We have delivered two training sessions this financial year and will deliver 15 more in the next financial year using a mix of online and face to face delivery.

DISABILITY COMPETENCY PROGRAMME



WWW.REAL.ORG.UK

5.10. Accessible Communications

Real's Accessible Communications for All project concluded in November 2023. The project sat in the Engagement and Co-production Team and had the aim of working with local health and social care services to analyse and improve the accessibility of their communications. The analysis was provided by groups of local Disabled people. 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 (THT).

We reached out to organisations within THT to join the project. This involved submitting examples of their communications for analysis, to attend training on accessibility of communications and to submit new communications following the training session. This was used to see if there was any change from attending the session. It was difficult to find organisations that were interested in joining, despite requests and petitions from ourselves and the THT Programme Lead. In the end, we had communications staff from Tower Hamlets Council, GP Care Group and Tower Hamlets Council for Voluntary Services (THCVS).

For the co-production element of the project, we formed three co-production groups: one from the Real membership, one from members of ICM Foundation and another from a local peer group of autistic people.

The groups met and were asked for their opinions on examples of communications from the organisations. There was media in the form of websites, newsletters, flyers, posters and social media. The groups discussed what they did and didn't like or find accessible about the media and what would improve their accessibility. This produced a wealth of qualitative data which Real staff then analysed, grouped by theme and identified trends.

With this information, we co-produced a best practice guide on accessible communications and a feedback and training session which we delivered to the communications teams. Members of the co-production groups participated in the session to give direct feedback to attendees. Only staff from THCVS and GP Care Group attended, and the latter left halfway through the sessions. We offered alternative dates for the session to Tower Hamlets Council comms team, and to GP Care Group to finish the session, both to no avail. However, the feedback from THCVS on the session was very positive, rating the session 10/10 and commenting that they, "liked the fact that not only staff from Real were present but that some of the service users were also there (who had personally been involved in the research). I found their comments and input hugely valuable."

Feedback on the project from the co-production groups was also positive, with an average rating of 8/10 for their overall experience and the majority answering that if communication teams took onboard the project's recommendations, accessibility would be improved. However, the poor engagement from TH Council and GP Care Group was noted, and some of the co-production group thought this showed a lack of interest in accessibility and disability as a whole.

The project has produced a training package which can be offered to other organisations, and since the conclusion of the project, Real has been working with THT to try to improve the project's reach.

5.11. Disability and Wellbeing (Quality of Life)

We have been funded by Propel to run a research project exploring the quality of life of D/deaf and Disabled people across London. We began mobilising the project in November 2023 and are funded until November 2025.

To carry out the research, we are using a standardised interview tool called the Personal Outcomes Scale, which was recently approved by the World Health Organisation as a research tool. Real's Head of Programmes has existing expertise, having interviewed over 500 people using the Personal Outcomes Scale in her previous work, and being a Master Trainer. The Research Coordinator and Senior Research Officer working on the project have been trained by our Head of Programmes in the tool.

We have developed promotional materials to market the research, explaining what participants can expect, why they should get involved, and the overall goal of the research. We have started interviewing participants, who we have reached through Real's existing networks, membership and engagement. One of the barriers we experienced in recruiting participants was that not all people who we recognise as Disabled when using the social model of disability see themselves as Disabled. We have developed impairment specific flyers to try and overcome this barrier, so that people with those impairments understand that our research includes them.

Each participant that has taken part in the research has received a personalised report afterwards. This report details what is and isn't working, and anything the person would like to start doing, across eight domains: learning, friends and family, rights, choices, money, happiness, health and social inclusion. The report also gives a numerical score for the person's quality of life in each domain, which can give an indication of where there is room for improvement in the person's quality of life. The interview process has supported individuals to reflect on what they want for themselves, how much control they have over their life and whether they are getting the right support. The personalised report can be used as a powerful tool for self-advocacy. It can be shared with professionals or family involved in the person's life as evidence of what needs to be in place for their quality of life.

We have developed a volunteer role description and marketing materials for the role, as we look to recruit D/deaf and Disabled volunteers to be trained as researchers. Looking forward to the future of the project, we will be promoting the project across London to recruit participants. This will help us to engage with a wide range of people to hear their experiences and expand our membership base. Once we have interviewed more participants, we will be able to analyse the data to identify the key needs and issues for D/deaf and Disabled people in London. This will then inform our future work and allow us to take an evidence-based approach in terms of what needs to change.

5.12. DLS Advice (Propel)

This project is also funded under the Propel umbrella. It is a joint programme between Real and Disability Law Service which aims to increase access to free legal aid for Disabled People. The project recognises that Disabled people may find accessing legal advice intimidating or not even realise it is something they are entitled to but are comfortable speaking to their local DDPO about their situation. Real will support an

Advisor to complete the Level 3 NVQ in Advice who will be able to triage cases, advising on some within their remit and referring to a legal advice clinic if needed.

The project will also support a coproduction group to look at what else could make legal advice more accessible for Disabled people and, in the second year, will bring on a second DDPO from another London Borough.

We are currently in the planning stage and have held two workshops where staff from both organisations came together to learn about shared ways of working and develop a theory of change. We hope to start delivering advice from May 2024.

5.13. All Inclusive Information

This is a new project for Real which started in November 2023 funded by the Mayors Community Grant Funding. This project takes our learning from the Taking Control of Your Life project and aims to provide tailored , holistic support to Disabled people in Tower Hamlets. We will work with Disabled clients across a range of impairment types to help them to access services, increase their independence and improve their overall wellbeing.

We know that a lot of Disabled people find it difficult to access services and resources they need to help them. The project's aim is to provide information and support to help residents to access the services and resources to which they are entitled.

The most common enquires are related to:

- help to identify what support is available to people, in the community. This could include help to access leisure centers, befriending services, local activities, and access other local services.
- support to obtain items and services related to Disability – such as assistive technology or white goods that clients cannot afford without some financial aid, we can help with grant applications and information on financial support.

Case Study:

Client	<p>The client has cerebral palsy and is a wheelchair user. They were rehoused last year into independent living, after living with their mother.</p> <p>The client had a few issues they needed support with, but one of the main issues was initially getting a new laptop to aid in assistive tech sessions, restart hobbies and search for job opportunities. The client felt like they were stuck at home all day with nothing to do and said they did not want to feel bored anymore. Furthermore, they felt that getting a laptop would be a step in the right direction in starting fresh and gaining control and choice over their life once again.</p>
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Action	<p>The adviser informed the client about the Honeywood Trust and recommended this organisation to the client, due to previous positive experience and outcomes with them. The adviser visited the client a couple of times as client preferred to discuss details of the application in person, and the adviser would update the client regularly by phone on how close they were to completing the application on client's behalf.</p> <p>One of the main challenges the adviser faced was liaising back and forth between the client and the Honeywood Trust trustee about the specification of the laptop. When the adviser initially discussed with the client their specification of the laptop they wanted, they said they preferred something with a big screen/monitor due to their eyesight, a wireless mouse as well as a stylus/pen due to pain in one their hands. However, after the application was submitted and reviewed by the trustee, they wanted to further liaise with the client regarding their requirements of the laptop and put forward some of their own suggestions.</p> <p>The Honeywood Trust recommended a desktop computer for the client instead which they believed would more comfortably suit the client needs. The client initially agreed to this but further decided that they wanted a printer and requested the adviser to ask the Trust if they provide printers also.</p> <p>Essentially, the adviser ensured they were communicating the client's needs to the Trust as clearly as possible and that the Trust's suggestions and advice were clearly relayed back to the client. It helped that the Honeywood Trust kept good communication with both the adviser and the client and were understanding and willing to answer the client's questions.</p>
Outcomes	<p>The client was able to work out the best option for them and received a computer and printer which all parties agreed benefitted the client greatly. The client will be able to use the computer comfortably and it can be a useful tool with which the client will be able to search for job opportunities and carry on with their assistive technology sessions which is important for client to gain new skills and no longer feel digitally excluded. The client feels confident that they will be able to resume their hobbies and interests using the computer and is hopeful and positive about their future, as they feel more in control of their life.</p>
What they reported about the service?	<p>The client is happy and grateful for the service. They thanked the adviser for their help and support with the grant application. They felt that having this service meant that they had support in finding the right organisation to apply for the grant and help to collate the information needed for the grant application.</p>

5.14. Improving Access to Vaccines

At the start of 2024 we were offered a small amount of funding to do some coproduction work looking at the barriers Disabled People and their carers face when seeking vaccines with the aim of designing ways to increase the uptake of the Spring vaccine programme.

Real facilitated several coproduction workshops which were well attended and very engaging. The group developed several promotional posters and messaging and devised a comprehensive communication plan using a range of options including targeted emails, social media, networking and events promotion. The communication was very well received and the Winter vaccine programme for 2024 mirrors a lot of the messaging developed by Real!

In the final report we fed back the barriers, and potential solutions to Public Health in the hope that they make changes and improvements for the winter season.

5.15. Communities Keeping Well

The Communities Keeping Well programme is a council and public health initiative working with eight communities in Tower Hamlets to prevent type 2 diabetes, coronary heart disease and respiratory disease. Over two years, residents will come together through a series of community events to design and lead activities to support a healthier life.

Real have received £5,000 to develop a training programme for staff involved in the programme to help increase the effectiveness of communications with Disabled residents and increase their participation in the programme. We delivered the training to 12 staff members and provided a slide deck, checklist and guidance on disability-inclusive event planning for them to disseminate to outreach volunteers on the programme.

We are also providing ongoing support and advice for locality delivery teams, dependent on the questions and issues that emerge. This will take place in 2023/24 and we will report on this in the next Trustees' report.

6. Plans for future periods

Real continues to focus on diversifying its funding streams and is currently seeking funding from City Bridge Foundation and The Heritage Lottery Fund for long term projects as well as seeking Core Cost Grants such as Garfield Weston Foundation and John Ellerman Foundation.

Real's current strategy comes to an end in 2025 and we already taking steps to coproduce our new strategy with the team. This includes our rebranded Mission and Vision statements as well as developing a new website. We are planning a strong focus on diversifying funding, expanding our geographical reach and marketing the products we have developed as part of our previous work such as the successful Accessible Communications training.

Using our new Charity Salesforce CRM, we will continue to monitor our reach and actively seek to reach those who we do not currently reach such as younger people. We plan to maximise relationships with local Universities and the partner from our Care Technology

programme, PA Consulting to do this more effectively. This will enable us to better reach and involve diverse communities and community organisations in the borough and beyond.

7. Significant events after the year-end

After just over a year in post Jack Gilbert left his position as CEO of Real in September 2024. Real has a very strong two-person Senior Management Team who have demonstrated their ability to deliver financial management, project acquisition, and project delivery in a professional manner that the staff relate to well. Considering this, the board has decided to have the SMT run Real with some additional board oversight and some input from a long-standing professional adviser for Real, a business psychologist, rather than immediately replace the CEO.

8. Administration

8.1. Trustees

Real currently has 5 trustees. Trustees who served during the year and to the date of this report were as follows:

Name	Position	Date elected	Date resigned
Grenville Rupert Stanley Bingham	Chair from 22/5/24	16/02/22	
Henry William Stone	Vice-chair from 22/5/24	02/12/15	
Professor Alan John Drew		24/05/23	
Jasveer Maan		Co-opted 31/01/25	
David Kevin Burbidge		01/09/23	
Yusuf Can Zeyrek		24/05/23	01/12/23
Owais Naiz		19/06/21	01/05/24
Mahendra Kumar Rastogi		13/05/17	24/05/23
Martha Mary Stafford		13/05/17	24/5/23

The day-to-day management of the organisation and its services has been delegated to the Senior Management Team; Head of Finance & Head of Programmes.

Meena Khanom

Head of Finance

Ellen Kennedy

Head of Programmes

8.2. Statutory Auditors

Kingston Burrowes Audit Ltd
308 Ewell Road
Surbiton, Surrey, KT6 7AL

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 trustees' annual report and financial statements, the Charity Protocol and the organisation's key policies; including the Equal Opportunities policy.

In 2023-2024, the trustees aimed to meet every eight weeks.

9.1. Management pay

The pay level of the CEO and SMT is determined by the board. A thorough review of pay levels and benchmarking of salaries was carried out as part of restructuring in 2019. Thereafter, there have been annual inflationary increases determined by the board and applied throughout the organisation, although none were afforded in the last year. To inform the board, a paper would be prepared referencing the available resources with a range of inflationary measures and their financial impact.

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 to Going Concern	HIGH	HIGH	Timely progress in several of the business development areas can be evidenced, with several new grant and delivery opportunities in the near term pipeline. Business development and going concern modelling are in place. The Board and senior managers are currently assessing progress on a monthly basis. Very conservative projections for 2024/25 indicate positive contribution to reserves by year end. However, as with any change in business model, this needs to be monitored closely until bedded in, when risk will be mitigated. Prioritising new grant opportunities, core funding and tender opportunities.	MEDIUM-HIGH

RISK	IMPACT	PROB	ACTION	RESIDUAL RISK
FINANCES: Risk to Strategic Funding	HIGH	MED	Strategic funding now identified as £100,000, i.e. less than prior year. Have identified sources of new funding to retain staff in short/medium term. Identified sources of grant aided core funds, (multi borough) grant funding and contract/tender opportunities. Board monitoring all income generation.	MEDIUM
GOVERNANCE: Risk of ensuring good governance over organisation	HIGH	Low	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	Low
GOVERNANCE: Risk to board capacity	HIGH	MEDIUM-HIGH	Engaging in active trustee recruitment including working with Tower Hamlets Volunteer Centre promoting diversity of lived experience, skills, and intersectional identity; Succession planning. Risk reduces upon recruitment of 3-4 new members. 1 new trustee has been vetted by the Board and co-opted.	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
OPERATIONS: Specific delivery delays	HIGH	MEDIUM	Risk registers for each programme are being maintained by Head of Programmes and monitored at board meetings. These are RAG (Red-Amber-Green) rating every month.	LOW
REPUTATION	HIGH	LOW	Having a service delivery role in Tower Hamlets as well as being a DPO responsible for voicing Disabled community concerns could	LOW Over recent months, this has been implemented and currently we

			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 and 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).	enjoy a very high level of reputational respect, precisely because we powerfully advocate and advise in constructive ways. Powerful interventions on Scrutiny in relation to Inclusion in Leisure Centres
OFFICE SPACE	HIGH	MEDIUM	There are continued risks relating to having a space to operate from. We have contingency plans in place should we need to vacate at short notice. All potential spaces are explored and measured against a key checklist; any new space must be fully accessible and affordable.	MEDIUM

10.3. Wider economic environment

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

We are 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 remain 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

The total income for the year amounted to £606,659, slightly higher than £603,417 last year. We had a corresponding total expenditure of £624,601, compared to £664,401 last year. Operational efficiency continues to be a priority, and where possible, we have worked to contain costs without compromising service delivery or operational quality.

In the previous year, we had a loss of £60,984. This year we made a smaller loss of £17,942 of which £1,858 relates to unrestricted funds. Whilst we are pleased with the reduction in the loss, we will continue to monitor and review our financial strategy to ensure sustainable growth and stability.

This has meant that our total reserves now stand at £128,808 comprising £16,750 restricted reserves and £112,058 of unrestricted reserves.

The management accounts for the year ending 31 March 2025, which include projections up until the year end, shows an estimated surplus. This is impressive considering there was an anticipated loss in the budget for that year.

It also shows an anticipated increase of unrestricted reserves by £19,168 and restricted reserves by £1,050. We will continue to focus on diversifying income streams, improving operational efficiencies, and strengthening partnerships with key stakeholders to ensure the long-term sustainability of the organisation. We are confident that our strategic plans, alongside sound financial management, will allow us to continue to meet our mission effectively.

11.3. Financial reserves policy

The reserves policy of Real is designed to ensure the financial sustainability of the organisation, allowing it to continue to deliver its charitable activities even during periods of financial difficulty, unexpected expenditure, or fluctuations in income.

General reserves are defined as unrestricted funds held by the charity that are not designated for specific purposes or projects. These funds provide a financial cushion to cover short-term operational needs, as well as unforeseen circumstances that may arise.

Real aims to hold general reserves equivalent to a minimum of 3 months of operating expenditure, which is approximately £70,000. This amount has been determined after careful consideration of the charity's operational costs, funding cycle, and risk factors.

Real's general reserves of £112,058 at the year-end represented 4.81 months of unrestricted operating costs based on 2024/25 budget. We aim to increase our reserves to 6 months of operating costs in the next period.

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 auditor

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 auditor is unaware, and
- b) The trustees have taken all steps 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' Annual 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 these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- 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

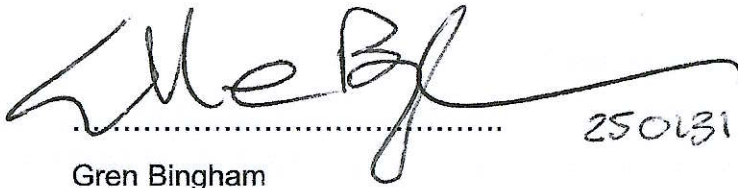
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

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

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

Approved by the trustees on 31 January 2025 and signed on their behalf by:



..... 250131

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 2024 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 2024, 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' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. 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) / cont

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, which includes 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 (set out on page 29), 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.

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

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.
- 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.

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

(Limited by Guarantee) /contd...

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 Kingston Burrowes Audit Ltd
Statutory Auditors
308 Ewell Road
Surbiton
Surrey
KT6 7AL

31 January 2025

REAL DPO LTD

STATEMENT OF FINANCIAL ACTIVITIES

(Incorporating Income and Expenditure Account)

FOR THE YEAR ENDED 31 MARCH 2024

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2024 £	Total 2023 £
Income					
Donations and legacies	2	544	1,687	2,231	21
Charitable activities	3	390,868	208,734	599,602	602,639
Investments	4	4,826	-	4,826	757
Other					-
Total		<u>396,238</u>	<u>210,421</u>	<u>606,659</u>	<u>603,417</u>
Expenditure					
Raising funds	5	-	1,687	1,687	-
Charitable activities	6	397,435	225,479	622,914	664,401
Total		<u>397,435</u>	<u>227,166</u>	<u>624,601</u>	<u>664,401</u>
Net income/(expenditure)	10	(1,197)	(16,745)	(17,942)	(60,984)
Transfers between funds	16	(661)	661	-	-
Net movement in funds		(1,858)	(16,084)	(17,942)	(60,984)
Reconciliation of funds					
Total funds brought forward	16	<u>113,916</u>	<u>32,834</u>	<u>146,750</u>	<u>207,734</u>
Total funds carried forward	16	<u>£112,058</u>	<u>£16,750</u>	<u>£128,808</u>	<u>£146,750</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 2024

	Notes	2024		2023	
		£	£	£	£
FIXED ASSETS					
Tangible fixed assets	13		323		2,253
CURRENT ASSETS					
Debtors	14	54,780		156,155	
Cash at bank and in hand		288,703		296,288	
		<u>343,483</u>		<u>452,443</u>	
LIABILITIES					
Creditors: Amounts falling due within one year	15	214,998		307,946	
				<u></u>	
NET CURRENT ASSETS			128,485		144,497
TOTAL NET ASSETS	17		<u>£128,808</u>		<u>£146,750</u>
Represented by:					
THE FUNDS OF THE CHARITY					
Unrestricted Funds	16	112,058		113,916	
Restricted Funds	16	16,750		32,834	
		<u></u>		<u></u>	
TOTAL CHARITY FUNDS	16		<u>£128,808</u>		<u>£146,750</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 31 January 2025 and signed on its behalf by:


Grenville Bingham
Trustee / Director

256131

The notes form part of these Financial Statements

REAL DPO LTD

CASH FLOW STATEMENT

FOR THE YEAR ENDED 31 MARCH 2024

	Notes	2024 £	2023 £
Cash flows from operating activities			
Net income/(expenditure) for the reporting period (as per the Statement of financial activities)		(17,942)	(60,984)
Adjustments for:			
Depreciation	13	1,930	8,116
Bank interest receivable	4	(4,826)	(757)
(Increase)/decrease in debtors		101,375	(51,500)
Increase / (decrease) in creditors		(92,948)	211,005
Net cash provided by/(used in) operating activities		<u>(12,411)</u>	<u>105,880</u>
Cash flows from investing activities			
Bank interest received		4,826	757
Purchase of tangible fixed assets		-	-
Net cash provided by/ (used in) investing activities		<u>4,826</u>	<u>757</u>
Change in cash and cash equivalents in the reporting period		<u>(7,585)</u>	<u>106,637</u>
Cash and cash equivalents at the beginning of the reporting period		296,288	189,651
Cash and cash equivalents at the end of the reporting period		<u><u>£288,703</u></u>	<u><u>£296,288</u></u>
		2024	2023
Analysis of cash and cash equivalents			
Cash at bank and in hand		<u><u>£288,703</u></u>	<u><u>£296,288</u></u>

The notes form part of these Financial Statements

REAL DPO LTD

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

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' Annual 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' Annual 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 2024

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 2024 £	Total 2023 £
Donations	44	-	44	21
Grants - ATW	-	1,687	1,687	-
Other grants	500	-	500	-
	<u>£544</u>	<u>£1,687</u>	<u>£2,231</u>	<u>£21</u>

All of the £21 recognised in 2023, related to unrestricted funds.

REAL DPO LTD

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

/contd

3. INCOME FROM CHARITABLE ACTIVITIES	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Grants and contracts				
IAA Hate Crime	18,270	-	18,270	18,240
Advocacy THC	29,004	-	29,004	28,797
Engagement – Public Health	33,333	-	33,333	22,500
Engagement – Loneliness & Disability	-	-	-	83,334
Engagement - EDAP	-	-	-	90,000
Engaging Disabled People	188,042	-	188,042	53,958
Engaging – Accessible Communications	75,000	-	75,000	-
Engagement - Other	11,780	-	11,780	-
LCF - TCOYL	-	36,453	36,453	72,905
LCF – Then & Now	-	67,620	67,620	135,243
SVRR	-	-	-	86,496
Cornerstone Inclusion London	7,375	-	7,375	2,625
Cornerstone Tower Hamlets	28,064	-	28,064	8,541
Quality of Life - Propel	-	47,814	47,814	-
DLS – Advice Propel	-	13,555	13,555	-
Inclusive Advice	-	12,500	12,500	-
Trust for London – Housing project	-	30,792	30,792	-
	<u>£390,868</u>	<u>£208,734</u>	<u>£599,602</u>	<u>£602,639</u>

Of the £602,639 recognised in 2023, £307,995 related to unrestricted funds and £294,644 related to restricted funds.

4. INVESTMENT INCOME	Unrestricted funds	Restricted funds	Total 2024	Total 2023
Bank interest	<u>£4,826</u>	<u>£Nil</u>	<u>£4,826</u>	<u>£757</u>

All of the £757 recognised in 2023 related to unrestricted funds.

5. EXPENDITURE ON RAISING FUNDS	Direct costs	Support costs	Total 2024	Total 2023
Costs incurred in seeking ATW grant	<u>£1,687</u>	<u>£Nil</u>	<u>£1,687</u>	<u>£Nil</u>

All of the £1,687 (2023: £Nil) expenditure recognised in 2024 was charged to restricted funds.

REAL DPO LTD

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

/contd...

6. EXPENDITURE ON CHARITABLE ACTIVITIES	Direct costs £	Support costs £	Total 2024 £	Total 2023 £
IAA Hate Crime	16,662	786	17,448	16,219
Advocacy THC	33,879	-	33,879	35,713
Engagement – Local Voices	-	-	-	-
Engagement – Public Health	31,159	8,606	39,765	23,221
Engagement – Loneliness & Disability	-	-	-	82,157
Engagement - EDAP	-	-	-	83,245
Engaging Disabled People	166,316	24,009	190,325	50,281
Engaging – Accessible Communications	41,211	22,196	63,407	-
Engagement – Other	2,243	9,354	11,597	-
LCF – TCOYL	28,410	10,093	38,503	84,965
LCF – Then & Now	65,494	8,419	73,913	152,790
Core	-	4,677	4,677	40,231
SVRR	-	-	-	85,003
Cornerstone Inclusion London	7,429	-	7,429	2,823
Cornerstone Tower Hamlets	26,149	2,759	28,908	7,753
LCRF	-	14,409	14,409	-
Quality of Life - Propel	25,942	15,816	41,758	-
DLS – Advice Propel	9,019	4,315	13,334	-
Inclusive Advice	9,871	2,689	12,560	-
Trust for London – Housing project	18,028	12,974	31,002	-
	<u>£481,812</u>	<u>£141,102</u>	<u>£622,914</u>	<u>£664,401</u>

Of the £622,914 (2023: £664,401) expenditure recognised in 2024, £397,435 (2023: £341,643) was charged to unrestricted funds and £225,479 (2023: £322,758) was charged to restricted funds.

7. ANALYSIS OF DIRECT COSTS	2024 £	2023 £
Salaries and pension	430,934	319,167
Freelance and temporary staff	-	13,972
Staff costs	2,551	6,877
Volunteers' expenses	10	-
External meetings	663	2,037
Membership and subscriptions	2,598	1,607
Marketing	444	517
Project partner costs	41,447	128,167
Other project costs	3,165	3,480
	<u>£481,812</u>	<u>£475,824</u>

REAL DPO LTD

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

/contd...

8. ANALYSIS OF SUPPORT COSTS	2024	2023
	£	£
Salaries and pension	75,681	108,120
Freelance and temporary staff	18,043	25,018
Staff costs	2,799	18,263
Volunteers' expenses	-	10
Membership and subscriptions	-	423
External meetings and events	294	214
IT support and maintenance	21,958	8,982
Insurance	2,169	1,860
Rent	8,000	8,000
Telephone	2,469	2,068
Office expenses	531	123
HR advice	2,640	2,542
Depreciation	1,930	8,116
Bank charges	88	100
Health and safety	-	311
Governance costs (see Note 8)	4,500	4,427
	<u>141,102</u>	<u>£188,577</u>
	<u><u>141,102</u></u>	<u><u>£188,577</u></u>
 9. GOVERNANCE COSTS	 2024	 2023
	£	£
Trustees' expenses (note 11)	552	479
Statutory Auditor's remuneration	3,900	3,900
Filing costs	48	48
	<u>£4,500</u>	<u>£4,427</u>
	<u><u>£4,500</u></u>	<u><u>£4,427</u></u>
 10. NET INCOME/(EXPENDITURE) FOR THE YEAR	 2024	 2023
This is stated after charging:		
Auditor's remuneration - audit services	£3,260	£3,260
- non-audit services (accountancy)	£640	£640
Depreciation	£1,930	£8,116
Operating lease rentals	£8,000	£8,000
	<u><u>£13,830</u></u>	<u><u>£20,616</u></u>
 11. STAFF COSTS	 2024	 2023
	£	£
Salaries	455,936	385,018
Social security costs	38,520	33,350
Pension costs	12,159	8,919
	<u>£506,615</u>	<u>£427,287</u>
	<u><u>£506,615</u></u>	<u><u>£427,287</u></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 12.7 (2023: 10.7). The average monthly number of employees was 16 (2023: 13).

REAL DPO LTD

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

/contd...

Total employee benefits received by key management personnel amounted to £45,937 (2023: £64,930).

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

12. TRUSTEES' REMUNERATION AND EXPENSES

The trustees received no remuneration during either year. Trustees' insurance of £552 (2023: £479) was met by the charity for xx trustees (2023: 5).

13. TANGIBLE FIXED ASSETS

	Furniture Fixtures and Equipment £	Computer and Office Equipment £	Total £
Cost:			
At 1 April 2023	5,784	67,308	73,092
Additions	-	-	-
Disposals	-	-	-
	<hr/>	<hr/>	<hr/>
At 31 March 2024	5,784	67,308	73,092
	<hr/>	<hr/>	<hr/>
Depreciation:			
At 1 April 2023	5,784	65,055	70,839
Charge for year	-	1,930	1,930
Eliminated on disposal	-	-	-
	<hr/>	<hr/>	<hr/>
At 31 March 2024	5,784	66,985	72,769
	<hr/>	<hr/>	<hr/>
Net Book Value:			
At 31 March 2024	£Nil	£323	£323
	<hr/>	<hr/>	<hr/>
At 31 March 2023	£Nil	£2,253	£2,253
	<hr/>	<hr/>	<hr/>

REAL DPO LTD

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

/contd...

14. DEBTORS	2024	2023
	£	£
Trade debtors	12,010	72,860
Accrued income	27,585	72,985
Prepayments	14,585	10,310
Other debtors	600	-
	<u>£54,780</u>	<u>£156,155</u>

15. CREDITORS: Amounts falling due within one year	2024	2023
	£	£
Trade creditors	11,791	34,221
Social security and other taxes	9,995	9,726
Accrued expenses	50,649	57,957
Deferred income	139,765	206,042
Other creditors	2,798	-
	<u>£214,998</u>	<u>£307,946</u>

Deferred income of £139,765 (2023: £206,042) included above relates to grant income received during the year but relating to a future accounting period.

Deferred income analysis	2024	2023
	£	£
Deferred income brought forward	206,042	-
Additions during the year	139,765	206,042
Amounts released to income	(206,042)	-
Deferred income carried forward	<u>£139,765</u>	<u>£206,042</u>

REAL DPO LTD

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

/contd...

16. MOVEMENT IN FUNDS	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2024 £
Unrestricted funds					
General funds	113,916	396,238	(397,435)	(661)	112,058
	<u>113,916</u>	<u>396,238</u>	<u>(397,435)</u>	<u>(661)</u>	<u>112,058</u>
Restricted funds					
LCF - TCOYL	1,844	36,453	(38,503)	206	-
LCRF	18,000	-	(14,409)	-	3,591
LCF – Then & Now	6,109	67,620	(73,913)	184	-
ILS – SFC	6,881	-	-	-	6,881
Quality of Life – Propel	-	47,814	(41,758)	1	6,057
DLA Advice – Propel	-	13,555	(13,334)	-	221
Inclusive Advice	-	12,500	(12,560)	60	-
Trust for London – Housing project	-	30,792	(31,002)	210	-
ATW	-	1,687	(1,687)	-	-
	<u>32,834</u>	<u>210,421</u>	<u>(227,166)</u>	<u>661</u>	<u>16,750</u>
Total funds	<u>£146,750</u>	<u>£606,659</u>	<u>£ (624,601)</u>	<u>£Nil</u>	<u>£128,808</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 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>

REAL DPO LTD

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

/contd...

17. NET ASSETS BETWEEN FUNDS

	Unrestricted funds £	Restricted funds £	Total funds £
Fixed assets	323	-	323
Current assets	326,733	16,750	343,483
Current liabilities	(214,998)	-	(214,998)
As at 31 March 2024	£112,058	£16,750	£128,808

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	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

18. RELATED PARTY TRANSACTIONS

There have been no transactions with related parties during the year ended 31 March 2024 or the preceding year other than those set out in notes 11 and 12.

19. CONTINGENT ASSETS

Total grant funding awarded as at 31 March 2024 but not yet received and recognised as income due to the recognition criteria not being met amounts to £256,367 (2023: £339,319).