

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 2025**

Kingston Burrowes Audit Ltd
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Chair and Trustees' statement

The Board of Trustees presents its annual report and accounts for the year ended 31 March 2025. The Board is satisfied with Real DPO Ltd.'s performance during the year and with the organisation's position at 31 March 2025.

The past year was one of significant change for Real. Jack Gilbert, who was appointed CEO in 2023, departed in September 2024. From that point, the organisation was led by the Senior Management Team (SMT), who demonstrated strong capability in financial management, project acquisition, and project delivery. Their leadership ensured continuity and stability, and their collaborative approach was well received by staff. The SMT was supported by HR and fundraising consultants, as well as by Henry Stone, former Chair of the Board.

Real continues to focus its work in and around the London Borough of Tower Hamlets, providing advocacy, employment support, advice, co-production, and engagement services for local people. The organisation works to challenge and remove the barriers created by society—such as inaccessible environments, discriminatory attitudes, and a lack of reasonable adjustments—that prevent Disabled people from fully participating in everyday life. Changes in government and in the fundraising landscape have presented both challenges and opportunities during the year.

Real supports anyone who identifies as Disabled, D/deaf, or as having a long-term condition, in line with the social model of disability. The organisation also shares its expertise with government bodies, statutory agencies, and businesses to help them better understand and meet the needs of Disabled and D/deaf people.

Post-Balance Sheet Event:

Since the end of the reporting period, the Board has appointed Sophie Ede as interim CEO, who joined the organisation in October 2025 and will serve for six months. The Board considers this a positive development that will strengthen leadership capacity and support Real's continued progress.

Introduction by our Senior Management Team (SMT)

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

During this period, Real continued to deliver excellent Advocacy and Advice services to Disabled people in Tower Hamlets and across London, with the service once again achieving Advice Quality Standards in January 2025. The service was also expanded to include dedicated hours of Advice and Advocacy specifically for D/deaf people, including the opportunity to receive support in British Sign Language. This valuable service demonstrates the importance of independent, locally delivered support in ensuring that D/deaf and Disabled people can access the assistance they need.

Real also built on its strong reputation for outstanding Co-production work, collaborating with various statutory bodies to improve accessibility and ensure that Disabled residents' voices were heard by key decision-makers.

We completed our first structured campaign on Housing and continued our research project exploring the quality of life of Disabled people across London.

We also began to strengthen the marketing and delivery of our training packages, generating income by providing private training to a range of organisations. These training sessions focus on Disability Awareness and Reasonable Adjustments, supporting businesses and statutory bodies to better understand and meet the needs of Disabled and D/deaf people.

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

We are a registered charity (charity registration number 1061671) and a company limited by guarantee (company number 3213172)

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

About Real

Real DPO is Tower Hamlets oldest and largest D/deaf and Disabled People's Organisation. Our staff and board 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 continue to work towards our Mission and Vision statements and began work to review our strategy this period. We launched the new strategic objectives at the AGM in May 2025.

Our Vision and Mission

Vision

- A world without barriers where Disabled and D/deaf people are respected and empowered, and experience equity.

Mission

- We empower all D/deaf and Disabled people to lead their best lives.
- We promote 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 intersectional discrimination, prejudice and ignorance against individuals, and challenge systemic barriers.

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Tower Hamlets is a multicultural and diverse borough that presents many opportunities and 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.

Quality of Our Work

Real is committed to delivering high-quality, rights-based services led by and for Disabled and D/deaf people. We hold two recognised quality standards: the **Advocacy Quality Performance Mark (QPM)** and the **Advice Quality Standard (AQS)**. These standards demonstrate our strong governance, effective casework practice, robust safeguarding and our commitment to continuous improvement.



A key part of maintaining quality across our services is our approach to learning and reflection. Staff undertake regular **peer shadowing**, where colleagues observe each other's practice and exchange constructive feedback. This helps ensure consistency, strengthens skills and supports a culture of openness and shared learning. Staff also participate in frequent **training and upskilling**, both internally and with external organisations, ensuring our work remains current, evidence-based and responsive to the needs of the communities we serve.

During the QPM assessment in April 2024, the assessor highlighted several areas of strong practice within Real:

"The commitment and passion of the Real advocacy team and senior management is very clear: Real is run by and for Disabled people, Real has excellent lived experience leadership practice and members of the Board have used the advocacy services."

"Real has an excellent approach to equality and diversity, evidenced in their recently reviewed Vision and Mission statements which explicitly 'promote intersectional equity and inclusion for all Disabled people'. Real offers opportunities for people who use services to become involved in group advocacy, consultations, campaigns and service development and clearly champions the voices of Disabled people."

"Real works to empower people to self-advocate through the provision of workshops run in community venues, for example on Rights to Information, run in response to feedback from people who use services."

"Support for advocates was positive, fostering good morale, with praise for open, transparent and compassionate staff management practices. Learning was highly valued across the organisation."

“Real is committed to addressing systemic issues, with campaigns led by Disabled people, for example around housing issues and rights to reasonable adjustments.”

Key principles and objectives

We adhere to the following principles:

We want to help our members:

- 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, and 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.

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:

- Real Support (Advocacy and Advice service)
- Real's Hate Crime Advocacy Service
- Real's Housing Campaign
- Real Employment Support
- Employment for Children and Young People
- Equality Impact Assessments (Cornerstone)
- Engaging Disabled People in Health and Social Care
- Embedding Disability Access Programme Phase 2 (Disability Competency Programme)
- Disability and Wellbeing (Quality of Life)
- Inclusive Construction

- Communities Keeping Well

1. Real Support (Advocacy and Advice Service)

Real Support brought together all of Real's Advocacy and Advice activity into one accessible and person-centred service for d/Deaf and Disabled people in Tower Hamlets. Our advocates and advisers used their own lived experience of disability to provide meaningful, practical and effective support that enabled people to make informed choices, challenge discrimination, and navigate complex systems. This holistic approach ensured that each person received tailored information, advocacy or guidance based on their specific circumstances and aspirations.

We were particularly pleased that during this period Real Support expanded its reach at grassroots level. As part of the Tower Hamlets Connect consortium, our advocates and advisers delivered appointment-based support directly within GP practices in PCN5. These were Harley Grove Medical Centre, Tredegar Practice, Ruston Street Clinic and Grove Road Surgery. Providing the service in trusted community health settings allowed more Disabled residents to access early help and social welfare support through a simple and familiar route.

We also strengthened our inclusion offer for D/deaf residents by introducing dedicated British Sign Language appointments and integrating SignLive interpretation. This ensured that D/deaf people were able to communicate directly with us in their preferred language, widening access across the borough.

Across all components of Real Support, the service was delivered independently, in line with the Advocacy Charter, and with a consistent focus on empowerment, equality and user-led practice.

Impact

Real Support provided a wide range of advocacy and advice to Disabled people with physical, sensory and neuro-impairments, as well as older people and young people in transition. The service supported individuals with social care, housing, benefits, health, education, employment, public transport and broader quality of life issues.

Across the reporting period, Real Support worked with 255 clients often on multiple issues:

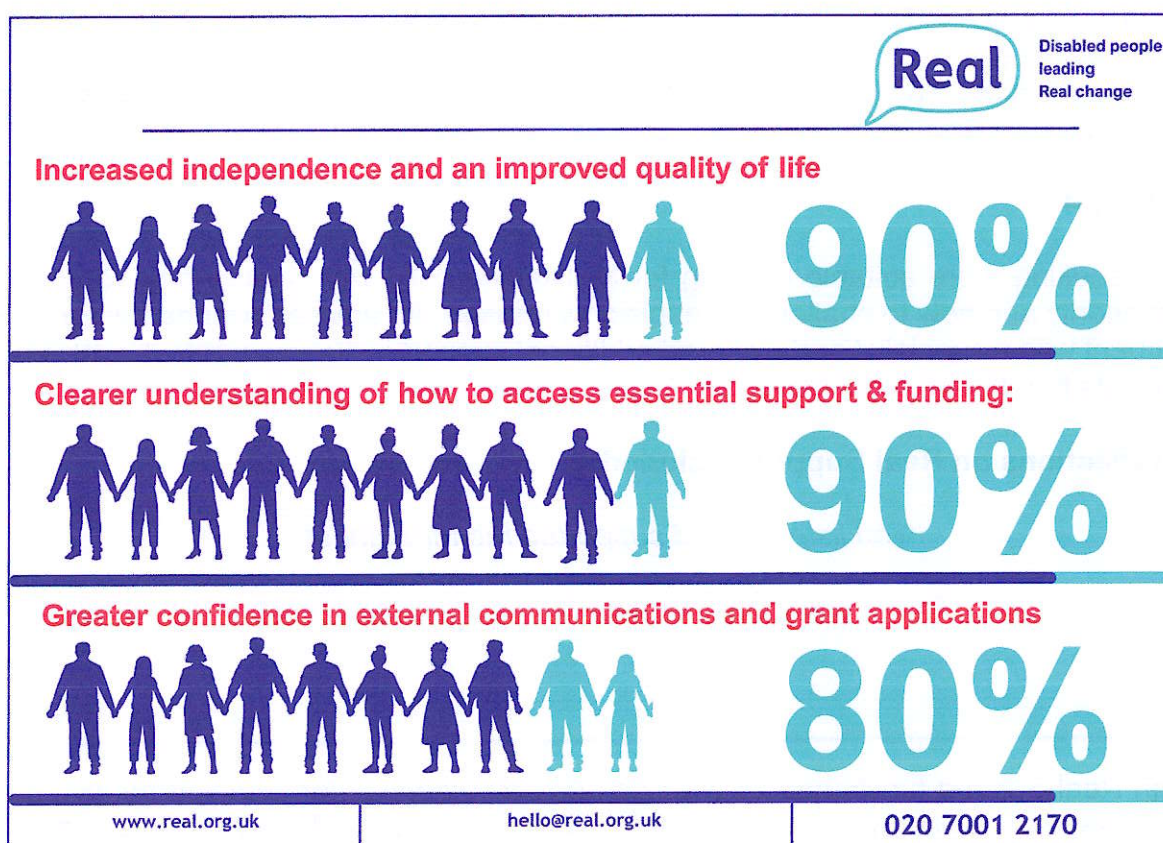
- 137 clients supported through Tower Hamlets Connect
- 100 clients supported through the All Inclusive Project
- 18 clients supported through the Disability Law Service partnership

In total, Real Support assisted 255 Disabled people. Many individuals presented with multiple and complex needs. The accessible, reassuring and independence-focused nature of the service was repeatedly highlighted in feedback.

Feedback

We consistently received positive feedback from clients who valued the clarity of explanations, the independence of the service, and the empathetic way advocates and advisers worked with them.

- 90% of participants reported increased independence and an enhanced quality of life.
- 90% reported a clearer understanding of how to access essential support and funding. Such as for carers' assistance which enabled holidays or respite that would have otherwise been unattainable.
- Furthermore, 80% highlighted the value of help with external communications, particularly with services like Motability and grants application.



Case study 1

TW is a young adult with multiple disabilities including significant visual and hearing impairments and mobility challenges. She had limited access to healthcare and education earlier in life due to neglect. Referred by her GP's social prescriber, TW was supported by a Real Adviser who carried out a holistic assessment, assisted with PIP and LCWRA applications, facilitated re-referrals to medical specialists and connected her with employment support. TW secured an enhanced PIP award, gained better access to healthcare, and became more confident in managing her care planning.

Case study 2

RB was a single mother caring for three Disabled children with complex health needs. She experienced severe financial hardship and housing insecurity. An adviser supported her to apply for a Discretionary Housing Payment as well as the Resident Support Scheme for essential white goods. These interventions reduced stress, improved living conditions and helped her maintain a stable home environment. RB described the experience as emotionally positive and said she finally had room to breathe.

Case study 3

A client facing a Section Twenty One eviction notice was supported to understand that their rent arrears were caused by missing Universal Credit housing payments. The adviser helped the client contact the landlord, set up a repayment plan and submit a Discretionary Housing Payment application. The client was also linked to food banks and the Resident Support Scheme. This stabilised the situation and prevented escalation.

Case study 4

A parent seeking more suitable housing for a Disabled child was unsure how to apply for medical priority and how to challenge a decision if refused. An adviser arranged a legal clinic appointment with a specialist and explored additional support including grants, travel support and referrals to relevant organisations.

Client reflections on Real Support included:

"You listened and supported me throughout"

"Thank you dearly for your help and compassion."

Funding

Although Real Support functioned as a single integrated service for Disabled people, it was funded by several complementary streams. Advocacy and Advice delivered within the Tower Hamlets Connect consortium was funded by the London Borough of Tower Hamlets and managed by Age UK East London as the lead partner. The All Inclusive Project was funded by the Mayor's Grant and enabled in-depth holistic support for Disabled residents who needed tailored, person-centred intervention. The Disability Law Service partnership was funded by Propel and jointly shaped and resourced with Disability Law Service to expand access to free legal advice, particularly in welfare benefits and housing matters.

2. CATCH Real's Hate Crime Advocacy service

Alongside Real Support, Real also supported Disabled people who had experienced hate crime through its role in the pan-London Communities Against Hate partnership, funded by MOPAC. Real primarily supported victims of hate crime in Tower Hamlets, although support extended to other boroughs when needed. The service provided emotional support, practical help with rights and options, assistance with police reporting, links to housing and counselling, and participation in multi-agency case management where appropriate.

Real supported 42 people during the reporting period.

Case study

A Disabled man experienced sustained verbal abuse from a housemate. Despite repeated complaints, the landlord failed to act. The client had complex mental and physical health needs and the situation was unsafe. A safeguarding alert was raised and concerns were reported to the landlord and local authority. The adviser advocated for the client's right to safe accommodation, documented incidents, liaised with multiple professionals, explored housing alternatives and provided emotional support. The client was later detained under the Mental Health Act for treatment and the case was transferred appropriately to a hospital advocate. The case emphasised the importance of safeguarding, multi-agency collaboration and timely intervention.

3. Real Homes Housing Campaign

From November 2023 to October 2024, Real delivered the *Real Homes* housing campaign within the Engagement and Co-production team. The project was funded by Trust for London following the division of the Strengthening Voices, Realising Rights partnership into its individual DPO members.

The project aimed to upskill DPO staff and Co-production members in housing rights and campaigning, and to ensure that housing issues affecting Disabled people received greater attention from housing associations, the local authority and wider stakeholders. Real successfully achieved these aims.

Real staff and Co-production members surveyed local Disabled residents about their housing experiences and identified fire safety and Personalised Emergency Evacuation Plans (PEEPs) in social housing as the campaign focus. These issues were consistently raised as central to safety, independence and equal access to housing services. The campaign reached a wide audience including Real members, Tower Hamlets Disabled residents, MPs, councillors, housing organisations, social housing providers, unions and the London Fire Brigade.

Strong engagement

- 22 Real members expressed interest in joining the Co-production group, with 13 becoming regular members.
- 14 Co-production sessions were delivered in person, online or hybrid.
- Members strengthened their knowledge of housing rights, campaigning and fire safety legislation through shared learning from Real staff, external workshops, sessions from other DPOs such as Inclusion London, and hands-on involvement in campaign planning and outreach.
- Co-production members reported increased confidence in campaigning, and one member stated they now felt ready to lead their own campaign.
- Staff also developed greater confidence and knowledge in campaigning and housing rights through collaboration with sector experts and partners.

Stakeholder engagement and awareness raising

- Staff and Co-production members attended 8 events, including the Tower Hamlets Housing Research event, Mayoral hustings and Housing and Health sessions with SOAS and Medact.
- Real organised or attended 42 meetings, including 7 council meetings, 4 government consultations, 3 housing association meetings and 18 meetings with local and national housing organisations.
- Real consistently raised awareness of the lack of strong fire safety protections for Disabled people in social housing.
- MP Apsana Begum made a dedicated visit to Real's office to discuss the campaign's findings, hear directly from Disabled residents and explore how she could support efforts to strengthen fire safety protections.
- Campaign visibility grew through social media, with councillors and external housing organisations sharing our content and generating over 4,000 views on X.
- A Real staff member published an article in *Inside Housing* outlining the need for more robust fire safety legislation.
- The campaign also reached MP Rushanara Ali, who in September 2024 announced the introduction of residential PEEPs—an encouraging step forward for Disabled residents.

Contribution to Real's strategic objectives

In addition to the project aims, the project also met some of Real's strategic objectives. Co-production members were able to express their views in our co-production sessions and participate in their communities by taking part in the outreach aspect of the project. The project also impacted attitudinal change around disability with the projects connections with external housing organisations who were able to learn from the data gathered. In this way, Real were also able to advocate for better access to services within housing associations.

Conclusion

The *Real Homes* campaign successfully upskilled staff and Co-production members, increased attention to housing issues affecting Disabled people and strengthened engagement across the housing sector. It generated meaningful influence locally and nationally, reinforced the leadership of Disabled people and contributed to positive shifts in understanding, awareness and practice.

4. Real's Employment Work

In the area of employment, Real delivered two complementary projects this year: *Real Employment Support (RES)* and *Empowered Employment*. Together, they focus on both sides of the employment journey—supporting Disabled and D/deaf people directly, and equipping professionals to create more accessible, disability-aware employment pathways. This dual approach ensures that as Disabled and D/deaf people gain skills, confidence and knowledge, employment services and employers also become better informed, more inclusive and more responsive to their needs.

4.1. Real Employment Support (RES)

The Real Employment Support (RES) project aims to enhance the inclusivity and effectiveness of Employment Support Services for Disabled and D/deaf people by upskilling

Job Centre Plus staff and other employment professionals. The project only began recently, and early activity has focused on building a strong foundation for future delivery.

To reach Disabled and D/deaf people who may benefit from support, Real ran an extensive outreach campaign across recruiter fairs, universities, Disability societies and LinkedIn. This approach successfully identified a diverse group of clients, including Disabled and D/deaf students preparing to enter the workforce, jobseekers encountering barriers and people navigating issues around reasonable adjustments, confidence and understanding of their rights. Through this outreach, we identified 18 clients and have so far delivered workshops to 8 people.

These early workshops helped Real understand the kinds of challenges Disabled and D/deaf jobseekers face and what knowledge gaps exist within employment services. This insight will directly inform the training we will deliver to Job Centre Plus next year, using Real's expertise in Disability Awareness and Reasonable Adjustments. The training will support employment professionals to give better advice, recognise reasonably adjusted opportunities and help Disabled and D/deaf jobseekers access work on an equal basis.

As the project develops, we expect RES to contribute to Disabled and D/deaf people having increased income, improved standard of living and greater independence, while also supporting attitudinal change within Employment Support Services.

4.2. Empowered Employment (Employment for Children and Young People)

Following our successful Care Technology collaboration as part of last years 'Engaging Disabled People in Health and Social Care' work with PA Consultancy we were offered the chance to support their Social Value work. *Empowered Employment* provided CV, interview and employment-readiness workshops for D/deaf and Disabled young people aged 16–25. Funded by the Department for Education as part of their Social Value programme, the project reached 17 young people nationally through in-person workshops in Manchester and London, an online workshop and 1:1 support via email and video call.

The workshops helped young people build confidence, learn to advocate for their reasonable adjustments, improve their CVs and interview techniques, identify skills needed for future careers and develop interpersonal skills that support workplace interactions. Activities such as creating career collages, practising interview answers and exploring reasonable adjustments enabled young people to understand their strengths and feel more prepared for employment.

Participants described the in-person workshops as "very good," with many saying they left feeling more confident. One young person said they *loved* receiving advice about handling complicated interview questions. Another said, "It's good that I can ask for the things I need," after learning how to request reasonable adjustments. Several young people said the tasks were "fun," and that they would like similar workshops regularly so they could meet other Disabled and D/deaf young people facing similar challenges. One participant particularly appreciated the relaxed drop-in format, saying it made them feel less anxious about taking part.

The online workshop supported 11 young people and involved guided CV development, skills identification and group mock interviews. These activities helped participants grow more confident in communicating their strengths and interacting with others. One participant said they felt "better about going to interviews" and that there was "nothing to worry about." Another shared, "I've never had an interview, but I'm confident about it now." Others described the session as meaningful and appreciated the opportunity to speak openly about their concerns.



This is a word cloud that shows the most common words in the workshop feedback: Skills, Interviews, Adjustments, Confident and Support.

Several young people requested further interview-focused sessions and 1:1 support, showing enthusiasm for continued learning.

The project met all aims. Young people left feeling more confident, better prepared for employment, more able to advocate for their needs and better connected to their peers. The work also contributed to Real's strategic objectives by enabling young people to express their views, participate more fully in their communities and access services and activities that meet their needs both in and outside of work.

5. 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 residents 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 years report.

6. Engaging Disabled People in Adult Social Care (EDP)

This commission asked Real to gather service user views on what is working well and what is not within Tower Hamlets Adult Social Care's current Co-production practice, and to identify what needs to happen next to strengthen Co-production. The focus was on Disabled and D/deaf people's experiences of individual Co-production during the Adult Social Care assessment and support planning process. The findings will inform both the Tower Hamlets Adult Social Care Co-production Strategy and the practitioner Co-production toolkit.

Participants had a wide range of experience with Adult Social Care, from as little as 3 months to more than 25 years, with some people having used services throughout their lives. We conducted one-to-one interviews with 17 people and held a focus group with 8 participants.

What people valued

Many participants were positive about their social workers, noting that they were kind, committed and tried to understand and help them. People said they felt listened to and that their needs and wishes were taken seriously. Positive feedback also related to the range of care available, including transport, carer respite and day services, and appreciation for support during financial assessments for care contributions. Some people highlighted the importance of family involvement in assessments. Participants valued being able to take part in community life and said that a well-resourced care package enabled them to do so. Receiving care at home, rather than in institutional settings, was also seen as a key benefit.

What needs to improve

Participants also described feeling overlooked or disempowered due to limited involvement in decision-making, inconsistent communication and wider systemic power imbalances. People shared concerns about unclear communication channels, high staff turnover and delayed responses that disrupted their access to other services. They stressed the need for a more person-centred approach that respects their preferences, offers accessible communication and provides regular check-ins. Some people with learning disabilities said professionals sometimes addressed their families instead of them directly, and autistic participants reported a lack of adjustments such as quiet spaces. Overall, participants emphasised the need for greater transparency, consistency and genuine involvement to build trust and improve their experience of Adult Social Care.

This project supported Disabled and D/deaf people to express their views and to be better able to access services.

Equality, Diversity and Inclusion information

Table 3: Age of participants

25-34	23.81%
35-44	28.57%
44-54	23.81%

55-64	14.29%
75-84	4.76%
85+	4.76%

Table 4: Ethnicity of participants

Asian or Asian British: Bangladeshi	52.38%
Asian or Asian British: Pakistani	4.76%
Asian or Asian British: Vietnamese	4.76%
Black or Black British: African	4.76%
Black or Black British: Caribbean	9.52%
Mixed: White and Black Caribbean	4.76%
White British	19.05%

Table 5: Impairment type of participants

Learning Disability	42.86%
Long standing illness	9.52%
Mental Health condition	4.76%
Physical impairments	33.33%
Visual impairment	4.76%
Prefer not to say	4.76%

Table 6: Marital status of participants

Married	19.05%
Single	57.14%
Widowed	9.52%
Prefer not to say	14.29%

Table 7: Religion of participants

Christian	29%
Muslim	52%
No religion	5%
Prefer not to say	14%

Table 8: Sexual Orientation of participants

Asexual	4.76%
Heterosexual	61.90%
Prefer not to say	33.33%

Table 9: Gender of participants

Man	47.62%
Women	42.86%
Prefer not to say	9.52%

Table 10: Caring and childcare responsibilities

No	61.90%
Yes	14.29%
Prefer not to say	23.81%

Table 11: Which service do they belong to

Community Learning Disability Service	48%
Hospital social work teams	10%
Locality/neighbourhood teams	38%
Mental Health Team	5%

7.Engaging Disabled People Survey - Learning Disability

Real was commissioned by Tower Hamlets Council to engage with the Learning Disabled community and support people to complete a survey about local authority services.

We completed 37 surveys with Learning Disabled clients, ensuring that people who might otherwise be excluded were supported to share their views. Without this involvement, many would not have had their voices heard.

This project helped Disabled people to express their views and access services.

8. Embedding Disability Access Programme Phase 2 (Disability Competency)

Real received funding from Public Health to continue the Embedding Disability Access Programme (EDAP) and to develop a new Disability Competency Toolkit (DCT). This phase of the programme aimed to co-design practical strategies with Disabled people to improve access to healthcare services. It was delivered across three Primary Care Networks (PCNs 6, 8 and 1) in Tower Hamlets and was structured into five phases: Training (based on real-life experience), Action Planning and Access Audits, Implementation, Review and Sustaining Change.

The programme was designed to improve healthcare accessibility and foster a more inclusive environment for Disabled and D/deaf patients. We delivered 18 training modules: 8 face-to-face sessions and 10 online sessions. Participants received a comprehensive learning pack containing a Best Practice Guide, an Accessible Communication Guide, a flowchart of the programme process, Disability Competency Programme training slides and the Disability Competency Toolkit. The toolkit acted as a self-assessment tool for surgeries and provided useful references to strengthen knowledge and confidence around disability.

In total, 526 people directly benefitted from the programme.

We also contributed to a promotional video that was shown on 27 February 2025 at the Disability Competency Programme: Sharing Good Practice event hosted by Real. The video helped raise awareness of the programme and demonstrated its practical outcomes. The event supported shared learning and encouraged collaboration around implementing reasonable adjustments across North East London.

Positive impact

The programme led to significant and sustained improvements across surgeries.

Reasonable adjustments implemented included:

- low desks for wheelchair users
- colour-contrasted seating
- reception staff guiding patients into the waiting area
- quiet waiting areas
- tablets for BSL interpretation at reception
- one-to-one discussions with patients to gather feedback

- accommodating guide dogs
- adding sound to automatic doors

Clear communication, patience and proactive problem-solving were identified as essential to providing equitable healthcare. The programme also encouraged a “can-do” attitude among staff, fostering compassion, inclusion and greater disability confidence.

Feedback from participants highlighted the transformative impact of the programme:

“It was very valuable to participate in this audit phase.”

“I learnt so much; I’m now more aware of the barriers people face.”

“Great to have people with lived experience delivering the training.”

“The Programme made me more aware of Disabled people’s requirements and to take these into consideration when providing healthcare. I realised people had prejudices, and the training improved their understanding around Disabled people’s access needs, which was a very positive outcome.”

These changes have been essential in enabling Disabled and D/deaf people to access services, facilities and activities that meet their needs. The programme has also contributed to improved attitudes around disability, supporting Real’s strategic objectives.

9. Disability and Wellbeing (Quality of Life)

Real entered the second year of our Research project measuring the Quality of Life of Disabled people across London. 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.

This year we began our training programme, training 5 staff as interviewers and 2 as trainers. We also recruited and trained 12 volunteer interviewers who are also Disabled people. All training was co-delivered with at least one local Disabled person who was able to give feedback on the interview process and interviewers skills.

As part of volunteer recruitment, we trialed using the paid version of LinkedIn to try to reach a new audience. This was successful, and we recruited volunteers with a variety of age ranges, ethnicities and impairments including local language speakers and BSL users. Of the 12 volunteers, 10 were not known to Real prior to this project.

We also continued to market the opportunity to take part in interviews; advertising on social media, flyering in the community and promoting at local events, however we did not receive the interest we had hoped for.

We started to collect feedback from people who declined to take part and held a focus group with a mix of people who had been interviewed, as well as those who declined. We identified key factors contributing to people not participating:

- The tool is not widely recognised enough for people to feel that the report alone is incentive enough to take part

- Disabled people are feeling ‘consultation fatigue’ from being asked to provide their lived experience to many projects
- Real’s project was competing with University Research and projects run by larger organisations who could offer a voucher incentive for taking part.

We have adapted our approach and continue to use our existing networks to reach out to potential participants, including running information sessions about the tool with partner organisations. We are confident that although our overall dataset will be smaller than anticipated it will still be rich, useful information.

10. Inclusive Construction

This short-term project was delivered in co-production with Transport for London (TfL) and Tower Hamlets Council as part of a wider ongoing programme. Real was invited to participate because partners recognised that, demographically, Disabled people had been underrepresented in the project to date. Real’s strong track record in community-based accessibility audits, along with our role as a pan-disability organisation, positioned us well to provide a diverse group of volunteers with a wide range of lived experience and impairments.

Following an initial meeting with the co-production partners, the project scope and action plan were agreed. The key elements included:

- Recruiting a small group of local Disabled people with diverse impairment backgrounds
- Organising and delivering a training session to refresh and adapt participants’ auditing skills
- Conducting a local walkabout session to assess nearby construction work
- Reviewing findings and producing a summary of issues and recommended actions

After a short pause over the Christmas period, a further audit took place at a construction site in Bromley-by-Bow. One of the volunteer auditors lived on the estate, which provided valuable insight into how residents experience disruption from ongoing construction works. This enabled the group to identify a different set of challenges linked to living near—or within—buildings undergoing extensive refurbishment.

Volunteer Stakeholders

The group consisted of around twelve volunteers representing a wide range of impairment groups, including mobility, sensory, mental health, and long-term health conditions.

Although many volunteers had not met one another before, a strong sense of cohesion quickly developed. Their enthusiasm and commitment were evident throughout the project. Importantly, this work attracted several new volunteers who had not previously engaged with Real’s Engagement Team—something we view as a very positive development for broadening our reach and strengthening community involvement.

Outcomes

- Staff and volunteer stakeholders were able to apply their existing knowledge and transferable skills, while also developing new ones.
- Our co-production partners are now actively exploring further opportunities for Real to support similar work.
- Volunteer engagement remained high, with many participants continuing to be involved or expressing interest in other Real projects.
- Several volunteers have progressed into training to become professional Access Auditors, opening up new development and employment opportunities.
- Based partly on the success of this project, we were nominated for a construction industry award. Although we did not win, being shortlisted reflects the strong impact of the work in a highly competitive field.

11. Communities Keeping Well

Real was funded by Public Health to support their Communities Keeping Well team to improve their engagement with d/Deaf and Disabled residents. Real was tasked to deliver training to develop the Locality Delivery teams' knowledge and skills to maximise the effectiveness of communication with d/Deaf and Disabled residents during outreach work and the likelihood that residents will choose to and be able to participate in programme events and activities.

Real delivered:

- 1x 4 hour face to face training
- 1 x 2 hour face to face training
- 1 x 2 hour online training
- Events self-assessment
- Events checklist
- Short slide deck

Participants reported that through the training they:

- gained a basic understanding of different types of apparent and non-apparent disabilities
- learned how to tailor short outreach conversations to communicate more effectively with people with different types of disability
- became able to brief volunteers on the basic dos and don'ts of effective communication with Disabled and D/deaf people

- developed a basic understanding of the statutory requirements for making reasonable adjustments
- learned how to plan inclusive events
- gained clarity on the limits of their own knowledge and where to seek further guidance

We trained 40 people in total. Participants said the training helped them think more deeply about communication, inclusivity and how to meet access needs in a holistic way. It supported them to have conversations they had previously been unsure or anxious about by equipping them with the language and confidence to engage meaningfully. They also reported feeling better prepared to plan inclusive events. The training highlighted the demand for continued learning, as only so much can be covered in a half-day session.

Feedback included:

“The overall training was interesting and informative. What I found most useful was the unpicking of terminology and how to effectively plan inclusive events.”

“Very informative and engaging. Good amount of time to have group discussions to think outside the box.”

“Excellent session.”

This project helps ensure Disabled and D/deaf people are more able to access services, facilities and activities that meet their needs, by ensuring they are included in how activities are planned and delivered and have an equal say. The project also supports attitudinal change around disability through increased awareness and confidence among participants.

12. Work towards future periods

We have had a team working to build Real a new website, with the aim of it being modern, user friendly, and accessible. We hope to launch this towards the end of 2025.

Real launched its new strategy in May 2025 (which was created during this reporting year) and will now focus on three new Strategic Priorities with Objectives and Key Results:

Priority 1: Provide high quality services that reach and empower a diverse range of D/deaf and Disabled people

Objective 1.1: Reach more people and expand our impact. Specifically, increase the number of people using our services by 15%.

We aim to achieve this by launching targeted campaigns to engage the following people; Local language speakers, young people aged 18-30, D/deaf individuals.

We also hope to expand our services into at least one new London Borough.

Objective 1.2: Use social media more effectively to grow engagement and reach. Specifically, increase social media followers by 10% in the next twelve months.

We aim to achieve this by posting at least three times per week across all platforms. We will also trial one new social media platform (TikTok or BlueSky) in an attempt to reach more people.

Objective 1.3: Invest in our staff to enhance skills, professional development and inclusivity.

We aim to achieve this by:

- Developing and implementing a clear staff development pathway, ensuring at least 60% of staff engage in professional development opportunities.
- Deliver training on the Cultural Model of D/deafness and the Social Model of Disability to 100% of staff within the first six months of this strategy.
- Integrate the two intentions (above) into organisational policy and practice, ensuring they are reflected in service delivery and staff engagement.

Objective 1.4: Champion best practice across all services.

Key Results:

1. Maintain Advice Quality Standards and Quality Practice Mark accreditations.
2. Review our communication strategy to ensure it follows best practice for accessible communications.

Priority 2: Provide a stronger, more financially resilient organisation

Objective 2.1: Diversify our funding streams to ensure financial sustainability and growth.

Key Results:

1. Secure 20% increase in grant and trust funding by the start of the financial year, 2027.
2. Launch and market our training programme catalogue, generating revenue from at least five local businesses.
3. Develop and implement a corporate fundraising programme, securing at least one corporate partnerships by the end of the first year.

Objective 2.2: Improve our governance by increasing trustee diversity and engagement.

Key Results:

1. Increase the number of active trustees to a minimum of five people.

2. Ensure that trustees represent the diverse communities we support, including D/deaf, Disabled, and other underrepresented groups.
3. Develop a strong induction programme for trustees that is complete by 100% of trustees in their first three months.

Objective 2.3: Use our resources more effectively to maximise impact and sustainability.

Key Results:

1. Conduct a cost-benefit analysis of staff retention and development versus recruitment, presenting findings and recommendations within 6 months.
2. Increase volunteer engagement by 20% and create a dedicated role to support volunteers.
3. Develop and launch a Corporate Social Responsibility (CSR) offer, securing at least 1 corporate partnerships or commitments within year 1 (2025/26).

Priority 3 – Develop a diverse and engaged membership

Objective 3.1: Strengthen Membership and Engagement

Key Results:

1. Conduct a **survey of current members** to understand their needs and preferences.
2. Publish a **clear statement** on what it means to be a member of Real by July 2025, as informed by the survey and members at our AGM.
3. Host **4 exclusive members-only events per year**, aiming for at least 20% increase in attendance per event.

Objective 3.2: Grow and Diversify Real's Membership

Key Results:

1. Increase membership by **20% annually**
2. Run at least **3 membership recruitment campaigns** focused on underrepresented groups; young Disabled people (18–30), local language speakers, and D/deaf individuals.
4. Launch an **Allies Membership** and a **Corporate Membership** opportunity, securing at least 5 new corporate members in the first year.

Objective 3.3: Improve Membership Experience and Tracking

Key Results:

1. Implement a **peer support initiative**, with at least 2 active groups by year-end.
2. Use the **CRM more effectively** by ensuring 100% of all members' engagement is tracked and reported.

3. Establish a feedback loop where at least 70% of attendees provide input on improving the membership experience.

13. Significant events after the year-end

As of October 2025, Alan Drew has stepped into the position of Chair. Previous chair, Gren Bingham remains on the board. Real also appointed Sophie Ede, as Interim CEO on a consultancy basis for 6 months. Sophie has experience leading a DDPO and is tasked with continuing the work to diversify funding and delivering the strategy.

14. Administration

14.1. Trustees

Real currently has 4 trustees and are actively recruiting to reach a minimum of 6.

Name	Position	Date elected	Date resigned
Grenville Rupert Stanley Bingham	Chair (<i>stepped down October 2025</i>)	16/02/2022	
Henry William Stone		02/12/2015	21/11/2025
Professor Alan John Drew	Chair (<i>from October 2025</i>)	24/05/2023	
David Kevin Burbidge		01/09/2023	
Ismet Aykan Akkayagil		10/09/2025	
Owais Niaz			01/05/2024
Jasveer Maan		31/01/2025	03/02/2025

The day-to-day management of the organisation and its services was delegated to the Senior Management Team; Head of Finance & Head of Programmes during this period.

Meena Khanom
Ellen Kennedy

Head of Finance
Head of Programmes

14.2. Statutory Auditors:

Kingston Burrowes Audit Ltd
308 Ewell Road
Surbiton
KT6 7AL

14.3. Bankers

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

15. 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.

In this period 4 trustees were re-elected at the AGM and 1 (Jasveer Mann) was coopted by the board – it was agreed that this was the best course of action given that Real has below minimum trustees and the board felt the candidate had strong skills and lived experience they could bring to the role.

Newly elected trustees undertake an induction programme that comprises an initial discussion with the Chair, followed by a half day group session with the Senior Leadership Team on Trustee's role, duties and responsibilities, organisational policies and procedures, finance and funding, risks, reserves, legal liabilities and contracts and any other issues of importance to the Board of Trustees, currently and for the immediate future.

Prior to the meeting an induction pack is given to each new Trustee containing the Charity Commission's 'The Essential Trustee: what you need to know', the last two sets of Board of Trustees' papers and minutes, a paper on the social model of disability, last year's annual report and accounts, the Charity Protocol and the organisation's key policies including the Equal Opportunities policy.

During 2024-2025, the trustees aimed to meet every eight weeks.

16. 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. To inform the board, a paper would be prepared referencing the available resources with a range of inflationary measures and their financial impact.

17. Risk

17.1. 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 considers 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.

17.2. Risk analysis

The following table represents the latest analysis of significant residual risks.

RISK	IMPA CT	PROB	ACTION	RESIDUAL RISK
FINANCES: Risk to Going Concern	HIGH	HIGH	<p>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.</p> <p>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.</p>	MEDIUM-HIGH
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	MEDIUM-HIGH

		has been vetted by the Board and co-opted.	
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RISK	IMPACT	PROB	ACTION	RESIDUAL RISK
MANAGEMENT: Quality of leadership	HIGH	HIGH	Engaging in active recruitment of an Interim-CEO who was appointed in October 2025.	MEDIUM
OPERATIONS: Risk associated with delays in partnership work programmes	HIGH	MEDIUM	<p>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.</p> <p>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.</p>	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 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 be the source of reputational risk. This is mitigated by a) by engaging with and managing relations with senior officers and	MEDIUM Over recent months, this has been implemented and currently we enjoy a very high level of

			politicians, and acting professionally. consistently. transparently and authentically at all times; b) broadening our funding base and the reach of our influence beyond Tower Hamlets; c) Presenting and promoting our ongoing work so that it has maximum reach and impact; d) Connecting all our activity to the change we want to see in the world (Theory of Change).	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	<p>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.</p> <p>All potential spaces are explored and measured against a key checklist; any new space must be fully accessible and affordable.</p>	MEDIUM

18. Wider economic environment

As with all charities, we remain concerned about the ongoing impact of the wider financial situation facing the UK, and the potential implications this continues to have on our work.

Throughout 2024–25, the UK economy has remained under significant pressure, with inflationary costs, reduced public spending, and continued fiscal tightening affecting both individuals and organisations. The resulting austerity measures being applied to many public sector bodies; including several of our key funders, continue to present risks to our future income and the sustainability of some of our services.

These measures also have a severe and disproportionate impact on our main constituency. National data consistently shows that Disabled people are more likely to live in poverty, and that people living in poverty are more likely to be Disabled. These inequalities are further exacerbated among certain ethnic groups, such as the Bangladeshi community.

Given the diverse demography of Tower Hamlets, these trends are of particular concern. We continue to use this evidence to advocate for targeted funding and to encourage funders and policymakers to address the specific challenges faced by our communities.

19. Financial information

19.1. Share capital

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

19.2. Financial review

During the year ended 31 March 2025, Real DPO Ltd achieved a strong financial position, reporting a total income of £586,351, slightly lower than £606,659 last year. We had a corresponding total expenditure of £538,458, compared to £624,601 last year, resulting in a net surplus of £47,893, all on unrestricted funds. This marks a significant improvement compared to the previous year's deficit of £17,942.

Operational efficiency continues to be a priority, and where possible, we have worked to contain costs without compromising service delivery or operational quality. Whilst we are pleased with the increase in the surplus, 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 £176,701 comprising £17,677 restricted reserves and £159,024 of unrestricted reserves.

The improved financial position provides a stable foundation to continue serving beneficiaries and pursue opportunities for growth in the coming year.

Building on this year's achievements, the charity aims to:

- Expand its reach to more beneficiaries
- Strengthen partnerships with funders and community organisations
- Continue refining service delivery to ensure high quality and value for money

Trustees are encouraged by the progress made and remain committed to further enhancing the organisation's impact.

19.3. Financial reserves policy

The Trustees recognise the importance of maintaining adequate reserves to ensure the charity's financial stability, safeguard against unforeseen risks, and support continuity of services for Disabled and D/deaf people in Tower Hamlets and beyond.

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 maintain unrestricted reserves equivalent to three to six months of core operating expenditure.

Based on 2024/25 annual unrestricted expenditure of £260,343, this equates to a reserves target range of £65,086 (minimum) to £130,171 (maximum). General reserves of £159,024 at the year-end represented 7.33 months of unrestricted operating costs.

This level is considered sufficient to cover potential shortfalls in income, manage unexpected increases in expenditure, and provide a buffer during periods of transition or strategic change.

Reserves levels are reviewed quarterly by the Board of Trustees. Any exceptional use of reserves requires explicit Board approval. If reserves fall below the minimum target, the Trustees will agree a recovery plan within six months. This plan may include cost controls, fundraising initiatives, or reallocation of resources to restore reserves to the target level.

This policy will be reviewed annually to ensure it remains appropriate in light of Real's financial position, risk environment, and strategic priorities

19.4. Statement as to disclosure of information to auditors

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

- a) There is no relevant audit information of which the auditors are unaware, and
- b) The trustees have taken all steps to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

19.5. 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.

19.6. 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 16th December 2025 and signed on their behalf by:



.....
Alan Drew

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 2025 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 2025, 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.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF:

REAL DPO LTD

(Limited by Guarantee) / cont

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.

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.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF:

REAL DPO LTD

(Limited by Guarantee) / cont

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement (set out on page 32), the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

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

- Enquiry of management and those charged with governance about actual and potential litigation or claims and the identification of non-compliance with laws and regulations.
- Reviewing minutes of meetings of those charged with governance.
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.
- 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

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

risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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

Use of our report

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



Kevin Fisher BA FCA CTA (Senior Statutory Auditor)
For and on behalf of Kingston Burrowes Audit Ltd
Statutory Auditors
308 Ewell Road
Surbiton
Surrey
KT6 7AL

16th December 2025

REAL DPO LTD
STATEMENT OF FINANCIAL ACTIVITIES

(Incorporating Income and Expenditure Account)

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2025 £	Total 2024 £
Income					
Donations and legacies	2	308	7,812	8,120	2,231
Charitable activities	3	304,139	269,967	574,106	599,602
Investments	4	4,125	-	4,125	4,826
Other		-	-	-	-
Total		<u>308,572</u>	<u>277,779</u>	<u>586,351</u>	<u>606,659</u>
Expenditure					
Raising funds	5	-	7,812	7,812	1,687
Charitable activities	6	260,343	270,303	530,646	622,914
Total		<u>260,343</u>	<u>278,115</u>	<u>538,458</u>	<u>624,601</u>
Net income/(expenditure)	10	48,229	(336)	47,893	(17,942)
Transfers between funds	16	(1,263)	1,263	-	-
Net movement in funds		<u>46,966</u>	<u>927</u>	<u>47,893</u>	<u>(17,942)</u>
Reconciliation of funds					
Total funds brought forward	16	112,058	16,750	128,808	146,750
Total funds carried forward	16	<u>£159,024</u>	<u>£17,677</u>	<u>£176,701</u>	<u>£128,808</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 2025

	Notes	2025		2024	
		£	£	£	£
FIXED ASSETS					
Tangible fixed assets	13		-		323
CURRENT ASSETS					
Debtors	14	120,712		54,780	
Cash at bank and in hand		202,457		288,703	
		<u>323,169</u>		<u>343,483</u>	
LIABILITIES					
Creditors: Amounts falling due within one year	15	146,468		214,998	
NET CURRENT ASSETS			176,701		128,485
TOTAL NET ASSETS	17		<u>£176,701</u>		<u>£128,808</u>
Represented by:					
THE FUNDS OF THE CHARITY					
Unrestricted Funds	16	159,024		112,058	
Restricted Funds	16	17,677		16,750	
TOTAL CHARITY FUNDS	16		<u>£176,701</u>		<u>£128,808</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 16th December 2025 and signed on its behalf by:



.....
Alan Drew
Chair

The notes form part of these Financial Statements

REAL DPO LTD

CASH FLOW STATEMENT

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	2025 £	2024 £
Cash flows from operating activities			
Net income/(expenditure) for the reporting period (as per the Statement of financial activities)		47,893	(17,942)
Adjustments for:			
Depreciation	13	323	1,930
Bank interest receivable	4	(4,125)	(4,826)
(Increase)/decrease in debtors		(65,932)	101,375
Increase / (decrease) in creditors		(68,530)	(92,948)
Net cash provided by/(used in) operating activities		<u>(90,371)</u>	<u>(12,411)</u>
Cash flows from investing activities			
Bank interest received		4,125	4,826
Purchase of tangible fixed assets		-	-
Net cash provided by/ (used in) investing activities		<u>4,125</u>	<u>4,826</u>
Change in cash and cash equivalents in the reporting period		<u>(86,246)</u>	<u>(7,585)</u>
Cash and cash equivalents at the beginning of the reporting period		288,703	296,288
Cash and cash equivalents at the end of the reporting period		<u>£202,457</u>	<u>£288,703</u>
		<u><u>2025</u></u>	<u><u>2024</u></u>
Analysis of cash and cash equivalents			
Cash at bank and in hand		<u>£202,457</u>	<u>£288,703</u>

The notes form part of these Financial Statements

REAL DPO LTD

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

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 2025

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 2025 £	Total 2024 £
Donations	51	-	51	44
Grants – ATW	-	7,812	7,812	1,687
Other grants	257	-	257	500
	<u>£308</u>	<u>£7,812</u>	<u>£8,120</u>	<u>£2,231</u>

Of the £2,231 recognised in 2024, £544 related to unrestricted funds and £1,687 related to restricted funds.

REAL DPO LTD

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025
/contd

3. INCOME FROM CHARITABLE ACTIVITIES	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
Grants and contracts				
IAA Hate Crime	18,540	-	18,540	18,270
Advocacy THC	79,403	-	79,403	29,004
Engagement – Public Health	69,667	-	69,667	33,333
Engaging Disabled People	92,567	-	92,567	188,042
Engaging – Accessible Communications	-	-	-	75,000
Engagement – Other	40,542	-	40,542	11,780
LCF – TCOYL	-	-	-	36,453
LCF – Then & Now	-	-	-	67,620
Cornerstone Inclusion London	-	-	-	7,375
Cornerstone Tower Hamlets	400	-	400	28,064
Quality of Life - Propel	-	117,144	117,144	47,814
DLS – Advice Propel	-	34,341	34,341	13,555
Inclusive Advice	-	30,000	30,000	12,500
Trust for London – Housing project	-	43,108	43,108	30,792
Mental Health Alliance	3,020	-	3,020	-
City Bridge Foundation (Employment)	-	45,374	45,374	-
	<u>£304,139</u>	<u>£269,967</u>	<u>£574,106</u>	<u>£599,602</u>

Of the £599,602 recognised in 2024, £390,868 related to unrestricted funds and £208,734 related to restricted funds.

4. INVESTMENT INCOME	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
Bank interest	<u>£4,125</u>	<u>-</u>	<u>£4,125</u>	<u>£4,826</u>

All of the £4,826 recognised in 2024 related to unrestricted funds.

5. EXPENDITURE ON RAISING FUNDS	Direct costs	Support costs	Total 2025	Total 2024
Costs incurred in seeking ATW grant	<u>£7,812</u>	<u>£Nil</u>	<u>£7,812</u>	<u>£1,687</u>

All of the £7,812 (2024: £1,687) expenditure recognised in 2025 was charged to restricted funds.

REAL DPO LTD

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

/contd...

6. EXPENDITURE ON CHARITABLE ACTIVITIES	Direct Costs £	Support costs £	Total 2025 £	Total 2024 £
IAA Hate Crime	16,663	836	17,499	17,448
Advocacy THC	61,037	9,472	70,509	33,879
Engagement – Public Health	46,959	13,171	60,130	39,765
Engaging Disabled People	50,051	11,096	61,147	190,325
Engaging – Accessible Communications	-	-	-	63,407
Engagement – Other	5,635	24,603	30,238	11,597
LCF – TCOYL				38,503
LCF – Then & Now				73,913
Core	-	-	-	4,677
Cornerstone Inclusion London	-	-	-	7,429
Cornerstone Tower Hamlets	20,820	-	20,820	28,908
LCRF	-	5,449	5,449	14,409
Quality of Life - Propel	85,058	35,109	120,167	41,758
DLS – Advice Propel	22,750	10,383	33,133	13,334
Inclusive Advice	18,318	11,662	29,980	12,560
Trust for London-Housing project	27,303	15,210	42,513	31,002
City Bridge Foundation (Employment)	20,090	18,971	39,061	-
	<u>£374,684</u>	<u>£155,962</u>	<u>£530,646</u>	<u>£622,914</u>

Of the £530,646 (2024: £622,914) expenditure recognised in 2025, £260,343 (2024: £397,435) was charged to unrestricted funds and £270,303 (2024: £225,479) was charged to restricted funds.

7. ANALYSIS OF DIRECT COSTS	2025 £	2024 £
Salaries and pension	340,279	430,934
Freelance and temporary staff	-	-
Staff costs	8,992	2,551
Volunteers' expenses	171	10
External meetings	345	663
Membership and subscriptions	2,179	2,598
Marketing	159	444
Project partner costs	14,101	-
Other project costs	14,785	41,540
IT costs	1,454	3,063
Postage and stationery	31	9
	<u>£382,496</u>	<u>£481,812</u>

REAL DPO LTD

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

/contd...

8. ANALYSIS OF SUPPORT COSTS	2025	2024
	£	£
Salaries and pension	101,454	75,681
Freelance and temporary staff	10,174	18,043
Staff costs	597	2,799
Volunteers' expenses	-	-
Membership and subscriptions	463	-
External meetings and events	1,232	294
IT support and maintenance	16,904	21,958
Insurance	2,659	2,169
Rent	8,000	8,000
Telephone	2,638	2,469
Office expenses	358	531
HR advice	6,143	2,640
Depreciation	323	1,930
Bank charges	60	88
Health and safety	-	-
Governance costs (see Note 9)	4,957	4,500
	<u>£155,962</u>	<u>£141,102</u>
9. GOVERNANCE COSTS	2025	2024
	£	£
Trustees' expenses (note 12)	675	552
Statutory Auditor's remuneration	4,247	3,900
Filing costs	35	48
	<u>£4,957</u>	<u>£4,500</u>
10. NET INCOME/(EXPENDITURE) FOR THE YEAR	2025	2024
This is stated after charging:		
Auditor's remuneration - audit services	£3,575	£3,260
- non-audit services (accountancy)	£672	£640
Depreciation	£323	£1,930
Operating lease rentals	£8,000	£8,000
	<u></u>	<u></u>
11. STAFF COSTS	2025	2024
	£	£
Salaries	400,322	455,936
Social security costs	31,048	38,520
Pension costs	10,363	12,159
	<u>£441,733</u>	<u>£506,615</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 12.4 (2024: 12.7). The average monthly number of employees was 16 (2024: 16).

REAL DPO LTD

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

/contd...

Total employee benefits received by key management personnel amounted to £36,484 (2024: £45,937).

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 £675 (2024: £552) was met by the charity for 5 trustees (2024: 9).

13. TANGIBLE FIXED ASSETS

	Furniture Fixtures and Equipment £	Computer and Office Equipment £	Total £
Cost:			
At 1st April 2024	5,784	67,308	73,092
Additions	-	-	-
Disposals	-	-	-
	<hr/>	<hr/>	<hr/>
At 31 March 2025	-	-	-
	<hr/>	<hr/>	<hr/>
Depreciation:			
At 1st April 2024	5,784	66,985	72,769
Charge for year	-	323	323
Eliminated on disposal	-	-	-
	<hr/>	<hr/>	<hr/>
At 31 March 2025	-	67,308	73,092
	<hr/>	<hr/>	<hr/>
Net Book Value:			
At 31 March 2025	£Nil	£Nil	£Nil
	<hr/>	<hr/>	<hr/>
At 31 March 2024	£Nil	£323	£323
	<hr/>	<hr/>	<hr/>

REAL DPO LTD

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025
/contd...

14. DEBTORS	2025 £	2024 £
Trade debtors	51,486	12,010
Accrued income	63,047	27,585
Prepayments	6,179	14,585
Other debtors	-	600
	<u>£120,712</u>	<u>£54,780</u>

15. CREDITORS: Amounts falling due within one year	2025 £	2024 £
Trade creditors	7,576	11,791
Social security and other taxes	5,740	9,995
Accrued expenses	54,286	50,649
Deferred income	78,620	139,765
Other creditors	246	2,798
	<u>£146,468</u>	<u>£214,998</u>

Deferred income of £78,620 (2024: £139,765) included above relates to grant income received during the year but relating to a future accounting period.

Deferred income analysis	2025 £	2024 £
Deferred income brought forward	139,765	206,042
Additions during the year	78,620	139,765
Amounts released to income	(139,765)	(206,042)
Deferred income carried forward	<u>£78,620</u>	<u>£139,765</u>

REAL DPO LTD

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025
/contd...

16. MOVEMENT IN FUNDS	Balance at 1 April 2024 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2025 £
Unrestricted funds					
General funds	112,058	308,572	260,343	(1,263)	159,024
	<u>112,058</u>	<u>308,572</u>	<u>260,343</u>	<u>(1,263)</u>	<u>159,024</u>
Restricted funds					
LCRF	3,591	-	(5,449)	1,858	-
ILS – SFC	6,881	-	-	-	6,881
Quality of Life – Propel	6,057	117,144	(120,167)	-	3,034
DLS Advice – Propel	221	34,341	(33,133)	-	1,429
Inclusive Advice	-	30,000	(29,980)	-	20
Trust for London – Housing project	-	43,108	(42,513)	(595)	-
ATW	-	7,812	(7,812)	-	-
City Bridge Foundation (Employment)	-	45,374	(39,061)	-	6,313
	<u>16,750</u>	<u>277,779</u>	<u>278,115</u>	<u>1,263</u>	<u>17,677</u>
Total funds	<u>£128,808</u>	<u>£586,351</u>	<u>£538,458</u>	<u>£Nil</u>	<u>£176,701</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 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
DLS 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>

REAL DPO LTD

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025
/contd...

17. NET ASSETS BETWEEN FUNDS

	Unrestricted funds £	Restricted funds £	Total Funds £
Fixed assets	-	-	-
Current assets	305,492	17,677	323,169
Current liabilities	(146,468)	-	(146,468)
As at 31 March 2025	£159,024	£17,677	£176,701

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	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

18. RELATED PARTY TRANSACTIONS

There have been no transactions with related parties during the year ended 31 March 2025 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 2025 but not yet received and recognised as income due to the recognition criteria not being met amounts to £105,521 (2024: £256,367).

