PARITY FOR DISABILITY

England & Wales · Charity number 1071571

Details

Other names	BLACKWATER VALLEY SCOPE LIMITED, PARITY FOR DISABILITY
Status	Registered
Legal form	Charitable company
Company number	03584503
Registered	1998-09-16
Register	View on the Charity Commission register

Contact

Address	Parity For Disability 94 Whetstone Road Farnborough Hampshire GU14 9SX
Phone	01252375581
Email	info@parityfordisability.org.uk
Website	www.parityfordisability.org.uk

Activities

Objects: TO PROMOTE THE CARE WELFARE INTEREST TREATMENT EDUCATION AND ADVANCEMENT IN HAMPSHIRE SURREY AND BERKSHIRE (OR IN THE EVENT OF ANY LOCAL GOVERNMENT REORGANISATION IN AN EQUIVALENT AREA) AND SURROUNDING DISTRICTS OF PEOPLE WITH CEREBRAL PALSY OR WITH A RELATED DISABILITY. IF DEEMED APPROPRIATE THESE FACILITIES TO BE USED FOR THE SAME OBJECTIVES FOR PEOPLE WITH OTHER SEVERE OR MULTIPLE DISABILITIES

Activities: Provision of services to children and adults with profound and multiple disabilities.Provision of support and information to parents, carers and disabled people.

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Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Disability
- **Who:** People With Disabilities

Geography

- **Area of benefit:** HAMPSHIRE. SURREY AND BERKSHIRE
- Bracknell Forest
- Hampshire
- Reading
- Richmond Upon Thames
- Slough
- Surrey
- West Berkshire
- Windsor And Maidenhead
- Wokingham

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£1,902,568	£1,900,857	£847,748	52
2024-03-31	£1,843,997	£1,793,268	£898,167	61
2023-03-31	£1,730,456	£1,647,749	£847,438	59
2022-03-31	£1,458,985	£1,449,842	£764,731	59
2021-03-31	£1,448,046	£1,402,759	£755,588	65

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Trustees

Name	Role	Appointed
JOHN OWEN DURRETT	Chair	
BRIAN FREDERICK BLEWETT		
Christopher Porter		2016-10-04
Claire Brunton		2019-10-08
Daniele Vincenzo Randall		2022-10-26
KELVIN SMITH		
Linda Fenton Anderson		2023-10-25
Mark David Bowen		2023-10-25
Martin Hassett		2016-10-04
Stephen John Masterson		2024-12-05

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PARITY FOR DISABILITY

England & Wales - Charity number 1071571

Accounts

PARITY FOR DISABILITY

Annual Report and Accounts

for the year ended 31 March 2025

PARITY

For People With Multiple Disabilities

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Chairman's Report

This past year has brought both challenges and opportunities for our Charity and, I am proud to share, how together we have navigated them with resilience and determination.

One of our biggest ongoing struggles has been securing day service fee levels that reflect the ever-increasing costs of provision. Thanks to the tireless efforts of our management team and fundraising department, we ended the year at break-even – no small achievement in today's climate.

The change of government created opportunities to engage newly elected MPs and raise awareness of our work, as well as the challenges faced by our students and their families. However, the Autumn Budget brought fresh uncertainties, particularly concerning increases in the national minimum wage and Employers' National Insurance contributions. Alongside many other charities and adult social care providers, we spoke out against the threat these changes pose to our sector, already under severe pressure. Recruitment and retention of staff remain key challenges across adult social care.

There have also been moments of encouragement. A special highlight was the visit from Her Royal Highness the Duchess of Edinburgh, which not only boosted morale but also helped spread awareness of our mission through national media coverage.

We have long acknowledged the limitations of our Camberley venue and, with notice to vacate due to future rebuilding works, our search for a new home has intensified. I am pleased to report that we are now in advanced negotiations for a site in Farnborough. While it will require investment and refurbishment, it promises to provide a secure, purpose-adapted environment for our students and staff.

Strengthening governance has also been a focus this year. Following a Governance and Assurance review, we are implementing recommendations through improved oversight, a new governance calendar and prioritisation of six key risk areas. The addition of a Finance Manager has already enhanced financial reporting, enabling clearer and more timely decision-making.

Above all, our success this year reflects the dedication and passion of our staff, volunteers and supporters. Their hard work and commitment have enabled Parity to maintain its high level of service, ensuring that our students continue to maximise their capabilities and enjoy fulfilling lives.

Despite the obstacles we face, our mission remains strong and our impact within the community is clear. I am deeply grateful to all who stand with us as we look ahead with determination and optimism.



Owen Durrett
Chairman

Date: 3-9-25

Trustees' Report for the year ended 31 March 2025

The Board of Trustees

The Board of Trustees encompasses Trustee Directors and Representatives Members.

All Trustees are directors of the Company and the Trustees' Report also meets the requirements for a Directors' Report for Companies Act purposes.

Trustee Name	Office (if any)	Dates appointed
Mr J O Durrett	Chairman	
Miss C Brunton	Vice Chairman	
Mr M Bowen	Treasurer	
Mrs L Anderson		
Mr B Blewett		
Mr M Hassett		
Mr S Masterson		Appointed December 2024
Mr C Porter		
Mr D Randall		
Mr K Smith		

Representatives

Rushmoor Borough Council, Hart District Council and Surrey Heath Borough Council may each nominate one representative.

Representative Name	Office (if any)	Dates acted if not for entire year
Cllr T Day	Rushmoor BC Representative	Appointed June 2025
Cllr L Greenway	Rushmoor BC Representative	Until June 2025
Cllr H Whitcroft	Surrey Heath Representative	

Other Attendees

Name	Office (if any)	Dates acted if not for entire year
Ms A Cooper	Executive Director & Secretary to Board of Trustees	

Legal and administrative details

Registered Office	94 Whetstone Road Cove Farnborough Hampshire GU14 9SX
Registered Number	3584503 (England and Wales)
Charity Number	1071571
Auditors	Edwin Smith Chartered Accountants Statutory Auditor 32 Queens Road Reading Berkshire RG1 4AU
Solicitors	360 Law Services 39 Guildford Road Lightwater Surrey GU18 5SA
Bankers	COIF Charities Deposit Fund St Alphage House, 2 Fore Street, London CAF Bank Limited 25 Kings Hill Avenue, Kings Hill, West Malling, Kent HSBC 30 Princes Mead Shopping Centre, Farnborough, Hampshire

Structure, Governance and Management

Governance Arrangements

Governing Document

Parity For Disability is a company limited by guarantee governed by its Memorandum and Articles of Association dated 1 October 1998 and amended to its current name on 16 July 2001. It is registered as a charity with the Charity Commission.

With the exception of its employees, membership is open to all those interested in supporting the Charity's objective.

Trustees' Report and Financial Statements

The Trustees present their Report and the audited financial statements for the year ended 31 March 2025 which also meet the requirements for a Directors' Report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association and the 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 (FRS102) (effective 1 January 2019).

Organisation

The Charity is administered by the Board of Trustees; during the 2024/2025 financial year there were ten Trustees. The Articles of Association make provision for a minimum of three Trustees and allow the maximum number to be determined by the Board of Trustees.

Additionally, Rushmoor Borough Council, Hart District Council and Surrey Heath Borough Council may each nominate one representative.

The Board normally meets once every two months. A management group has been put into place – it meets monthly covering finance and management, operations and services.

The Executive Director is appointed by the Trustees to manage all aspects of the Charity. To facilitate effective operations, the Executive Director has delegated authority, within terms of delegation approved by the Trustees, for operational matters.

Governance Framework

The Board of Trustees recognises that to deliver the Charity's strategic aims, objectives and priorities successfully, it needs sound corporate governance arrangements in place. Corporate governance is founded on laws, policies, processes, systems and behaviours and, together, they provide a system for the way in which an organisation is directed, administered and controlled.

Parity's governance framework sets out the roles, responsibilities, policies and procedures for the effective and efficient conduct of its business. It is regularly reviewed so that it remains at the forefront of best practice.

Parity's Governance Framework encompasses the following elements, defines the approach to governance for each one and explains clearly how these interact with each other:

- The Board of Trustees (The Governing Body): The Board of Trustees has overall accountability for everything that Parity does. Suitably skilled and experienced Trustees set Parity's strategy and objectives. It has adopted a standard (the Charity Governance Code) which sets out the principles, recommended practice and key outcomes expected from the Charity.

- Business Operations: The Senior Management Team is responsible for planning and organising the resources of the Charity so that it will achieve the goals, objectives and aspirations as set out by the

Board of Trustees. They develop and implement standards, policies, procedures and plans that guide how the organisation does things / gets work done.

- Risk Management and Control: Parity has adopted an approach to managing risk that draws a distinction between Strategic Risks - significant game-changing risks that may impact on the achievement of Parity's strategic aims (and which have the potential to cause the Charity to cease to exist) and Operational Risks which are day-to-day risks which are managed through business-as-usual processes and procedures.

- Independent Assurance: In fulfilling their legal duties, Trustees must seek information from senior management to assure themselves that the organisation is being run in a sustainable, professional and intended manner in furthering its objectives. Parity has implemented an Assurance Framework to facilitate this.

Appointment of Trustees

As set out in the Articles of Association, Trustees of the Board of Trustees are selected by the membership at the Annual General Meeting. Trustees serve for a period of three years, but one third of the Executive must retire by rotation, however, retiring Trustees may offer themselves for re-election.

The Trustees have the power to co-opt members to the Board; however, co-opted Trustees must offer themselves for election at the next Annual General Meeting. All members are invited to nominate Trustees prior to the AGM.

The Board of Trustees has assessed the range of specialist skills that are required for it to effectively perform its duties. It actively seeks suitable prospective Trustees to ensure this requirement is satisfied.

Trustee Induction, Capability and Training

Induction training is provided for all new Trustees to ensure that the strong philosophy and ethos of the organisation is understood and accepted. They are briefed on their legal obligations under charity and company law, the content of the Memorandum and Articles of Association, the legislation affecting disabled people, the committee and decision-making processes, the business plan and recent financial performance of the Charity.

As part of the induction process, all new Trustees are given disability awareness training and are required to spend time in each of the service provisions, meet the other Trustees, key employees and volunteers.

The need for external training is assessed and provided as appropriate.

During the last year the Board of Trustees initiated a review of the level of capability amongst the Trustees to identify areas where an improvement in capability is desirable. An action plan is now in place to deliver these improvements.

Related party transactions

There were no related party transactions for the year.

Management of Risk

Parity for Disability has a Risk Management Strategy which is set out in the following documents:

- A Risk Policy, that sets out Parity's risk aspirations and how things will be done, including roles and responsibilities for managing risk.
- A Risk Management Framework for taking informed decisions about the risks that affect Parity's objectives across all organisational activities and for managing those risks once they have been taken. This covers the risk approach, the governance of risk, risk appetite and capacity, emerging and new risks and risk assurance.

In managing risk within the Charity, a distinction is drawn between Strategic Risks, which are defined as significant game-changing risks that may impact on the achievement of Parity's strategic aims (and which have the potential to cause the Charity to cease to exist) and Operational Risks which are day-to-day risks and which are managed through business-as-usual processes and procedures.

The risks detailed below are a summary of the strategic risks currently being faced by Parity.

Risks to Financial Sustainability

These are risks that relate to whether the finances of the Charity are being managed effectively so as to ensure that Parity can continue to operate and make an impact in the medium- to long-term.

Fee Levels: Parity's day services require a high staffing ratio which means our overall cost base is driven by salary costs. Minimum living wage increases continue to drive up costs requiring funding increases. As a Charity we have striven to manage costs without impacting on students. Fee increases were largely achieved during the year, but the process is time consuming and challenging. In the short-term this situation is unlikely to improve and may possibly worsen, given the funding constraints faced by Local Authorities and the NHS.

Loss of Students: Meeting the needs of our students requires a high staff to student ratio. Student losses can result in short-term increases in costs until either a new student is in place or staffing levels are adjusted. We aim to mitigate this risk by maintaining and managing a pipeline of new students.

Government Policy: The Government's policies toward charities significantly shape the sector's landscape, impacting funding, regulations and operational frameworks. As of 2024, several key trends and policies have emerged, which have impacted Parity.

- An increase in employer NICs was announced in the 2024 Autumn Budget and took effect from April 2025. This rise in NICs comes alongside the increase in the National Living Wage, which has created a compounded financial challenge for Parity. The cost of employing staff has increased, which could result in cuts in services, reduced staffing and financial strain. These increases disproportionately affect charities such as Parity who rely on lower-wage workers and come at a time of high demand for their services. The approach has been to pass on these increases to our funders through the annual fee increase process.

- Central and Local Governments in the UK favour a policy of supported living over traditional day services for people with learning disabilities and other complex needs, reflecting a shift towards personalisation and independent living, though funding limitations and a lack of quality assurance for both service types remain significant challenges. Parity is continually evaluating how it meets the needs of individuals and, this confirms that our approach is the best way to meet these needs. The challenge is to engage with our funders to communicate this to them.

Voluntary income: Our funders will not pay for key added value services. Instead, fundraising is undertaken to cover services that are not statutory responsibilities.

Our fundraising strategy is to maintain a mix of income streams including shops, company, community and individual donations, events and grantmaking bodies. We aim to maintain sufficient reserves to offset any short-term funding shortfalls.

Maintaining reserves: The Charity requires adequate reserves to mitigate against the uncertainty of fund-raising, potential losses of students and other unexpected events. They are also necessary to fund improvements to the service such as the increasingly urgent need to migrate the St Martin's service to a more appropriate location.

Financial mismanagement and control failures: While there are strong controls over the bank accounts, full segregation of duties is difficult because of the small team. Risks are mitigated through a combination of regular financial review by management, documented procedures and a regime of controls and checks.

Risks to Performance and Management

Service Levels: Failure to maintain the quality of our service puts both our reputation and our day services at risk. We mitigate this risk through careful staff recruitment, ongoing training, comprehensive policies and procedures, rigorous control and checking framework and internal independent assurance activities. While Parity's day services are currently outside the scope of the Care Quality Commission (CQC) a lot of work has gone into ensuring our service meets CQC standards.

Safeguarding Adults and Children: Safeguarding means protecting an individual's right to live in safety, free from abuse and neglect. It is about people and organisations working together to prevent and stop both the risks and experiences of abuse or neglect. Parity has reviewed and updated its Safeguarding Policies and Procedures and supports this with regular training. Operational controls are in place and regular compliance checks are undertaken. Our safeguarding requirements and the associated controls apply to any member of Parity staff or volunteer in any location where they are in contact with any individual who is likely to be vulnerable.

Staff Recruitment and Retention: Parity is totally dependent on our staff to maintain the quality of our service. We recruit carefully to ensure that our staff are committed to Parity's standards. There are a number of factors that impact on our ability to recruit and retain staff, including general economic conditions, low unemployment rate, inflation pushing up wage expectations, care not an attractive sector compared to others and the inability to match remuneration of other organisations. In common with most of the care sector, our salaries are competitive rather than generous, which makes staff retention an ongoing challenge.

Risks to Operations

Appropriate premises and facilities: The expectations of our students have increased in recent years with the use of technology. This is particularly relevant for the St Martin's day service which is delivered out of a church hall where staff have to set-out and pack away all equipment every day. More suitable premises have been identified and we are now in advanced negotiations for a site in Farnborough.

Loss of premises/equipment failure: There is insufficient capacity to accommodate one of the day services in the other two services for anything longer than a day or two. We mitigate against this risk by regular health and safety checks and ongoing maintenance of our buildings and equipment. We are insured against fire, theft and business losses. A Business Continuity Plan is in place which covers ten separate risk scenarios, including two relating to cyber security incidents.

Information Technology: IT is important, but not critical to Parity's operations. We mostly use standard office applications and our systems are maintained, secure and regularly backed up. We have been investing in our infrastructure to improve functionality and resilience.

Objectives and Activities

The Charity's objective as stated in the Memorandum of Association is: "To promote the care, welfare, interest, treatment, education and advancement of adults and children with cerebral palsy or a related disability or other severe or multiple disabilities".

The Charity's vision is a society where:

- The equality, rights and dignity of children and adults with profound and multiple disabilities are understood and fully accepted
- People with multiple disabilities are afforded the opportunity to explore their potential
- People with multiple disabilities become an integral part of their community

The Charity's mission is: "Excellence in services and support for children and adults with multiple disabilities, their families and carers". The Charity aims to provide pioneering services that are completely responsive to the needs of an individual, their families and carers to help them achieve their potential and enjoy a quality of life that others take for granted. The philosophy of the service has the tenets of Equality, Rights and Dignity.

Parity for Disability service provision consists of:

- Day services in Farnborough, Camberley and Mytchett
- Music therapy service
- Where appropriate outreach support for the student
- Where possible to provide information and support

Achievements and Performance

During the year, in line with the business plan, the Charity achieved the following under each of the main Strands.

1. To maintain and enhance the quality of our pioneering services

Our day service staff have continued to strengthen their expertise by undertaking Health and Social Care Diplomas and a range of other relevant qualifications. This investment in staff development ensures the highest quality of support for our students. We have also invested in a new Employee Assistance Programme for all staff.

Over the past year, staff and students have expanded the range of activities on offer, encouraging creativity, independence and community engagement. Opportunities have included gardening, cooking, art, sailing with Sailability and meal planning with batch cooking. The Soundbath project has developed significantly, with students reporting great benefits to their wellbeing.

We were delighted to host our inaugural Parity Fest, bringing a festival experience to students and their friends, as well as a series of open days to showcase talents to visitors and guests. A highlight of the year was the visit from the Duchess of Edinburgh, warmly welcomed by students and staff alike.

Communication remains central to our work. Staff have created tailored systems such as "now and next" boards, choosing boards and personalised communication books to support students' individual needs. We also carried out a major update to our Individual Programme Plan (IPP) recording system, improving the way we track progress and achievements.

Our Lottery-funded Health and Wellbeing Officer post successfully achieved its year-two objectives, ensuring students were supported to access essential community services and resources.

Specialist input through music therapy has remained an essential part of our provision, supporting students' mental health, emotional wellbeing, and communication needs. This year, we were pleased to expand the service with two additional sessional therapists, enabling us to provide therapy for both in-house and external clients.

Finally, we undertook a comprehensive review of our policies and procedures, introducing new assurance processes to further strengthen the quality and safety of our services.

2. To ensure a sustainable financial position

This year, we continued to prioritise strong financial management to safeguard the long-term sustainability of the Charity. Careful oversight allowed us to achieve a modest surplus, ensuring that we can reinvest in our services and maintain a secure foundation for the future.

The introduction of a dedicated Finance Manager has been central to this progress. Enhanced budgeting, cost forecasting and a thorough review of financial controls have strengthened our decision-making. Regular, accessible reporting now provides senior leadership with clear insights, enabling timely actions on cost management and resource allocation. Alongside this, we have maximised investment income and taken a proactive approach to debt management.

To support future sustainability, we have successfully negotiated fee arrangements and restructured our fundraising function. The creation of a Grants Officer role has enhanced our ability to secure funding, while our supporter base has grown alongside the continued commitment of long-standing donors.

Together, these measures have strengthened our financial position and created a more resilient platform from which to deliver our mission in the years ahead.

3. To build purpose-designed premises in which we can provide and expand high-quality services, which are responsive to the specific needs of the person

We are excited to have identified a feasible new site in Farnborough, a former kitchen showroom on Medway Drive, which offers great potential for expansion. We are currently working to secure a 15-year lease with a one-year rent-free period. Initial surveys have been completed and refurbishment quotes obtained.

At the same time, we have continued to improve our existing premises. Thanks to secured funding, we have been able to invest in upgrades including air conditioning, garden improvements, sensory facilities and therapy equipment, including a new Motomed bike - all enhancing the environment for our students.

4. To publicise and promote awareness

This year we have worked hard to raise awareness of the issues faced by people with profound and multiple disabilities and, to strengthen our voice within the sector. Our team contributed to forums including the Rushmoor Access Action Group, the Hampshire Learning Disability Partnership Complex Needs Group and, the national Voluntary Organisations Disability Group.

Public engagement has been an important part of our work. The visit from the Duchess of Edinburgh attracted national press coverage, bringing significant recognition to our Charity. We also maintained strong connections with specialist schools and colleges, attending transition events and welcoming visits from staff and families. We remain committed to supporting the next generation of professionals, continuing to host Student Nurse placements to build understanding of working with people with profound and multiple disabilities.

To strengthen our communications, we relaunched our Charity website and expanded our social media presence, helping us reach more families, supporters and partners than ever before.

Financial Position and Reserves

There was a surplus of £15,351 in unrestricted funds and a deficit of £13,640 in restricted funds for the year.

The Charity's reserves policy focuses on the level of 'free' reserves. Free reserves exclude restricted funds and, also, that part of general funds used to acquire fixed assets.

The Charity retains 'free' reserves for two main reasons:

- To manage the risk to which the Charity is exposed in the course of its business (including safeguarding activities) funded by volatile voluntary income streams or by other sources that may be reduced or withdrawn.
- To finance future plans in line with the Charity's aims and strategic vision. This is primarily concerned with the acquisition of dedicated premises and development of services.

The Directors and Trustees consider that in order to meet these needs, and to operate effectively, the Charity needs sufficient reserves to cover between 2 and 4 months of expenditure - £300,000 and £600,000.

Free reserves increased by £23,007 to £457,893 at 31 March 2025 (compared with £434,886 restated at 31 March 2024) which is towards the middle of the range of the free reserves the Trustees consider necessary. The Directors and Trustees will seek to continue rebuilding reserves.

Cash reserves are placed in interest-bearing deposits with HSBC, CAF Bank and longer-term deposits with Charities Official Investment Fund (COIF).

Remuneration Policy

The Charity aims to pay competitive salaries to its staff based on the role undertaken. Staff are paid a basic salary plus overtime as appropriate. The Charity operates a workplace pension scheme where relevant staff are automatically enrolled. In line with the minimum legal requirement, employer and employees contribute 3% and 5% of earnings respectively to the pension fund.

The Executive Director makes salary recommendations to the Trustees for approval. This is broadly based against market rates and affordability. The Executive Director's remuneration is determined by the Trustees based on the joint recommendation of the Chairman, Vice Chairman and Treasurer.

None of the Trustees are remunerated.

Plans for future periods

Looking ahead, we are committed to building on our progress by advancing the move of our Camberley service into new premises and ensuring that our facilities and equipment are modern, accessible and fit for purpose.

Strengthening financial stability remains a key priority and we will continue to expand our fundraising capabilities, including exploring innovative approaches such as crowdfunding. We foresee that it will become increasingly important to develop our ability to generate core costs funding. Alongside diversifying income from our charity shops and enhancing our online platforms, we plan to refresh our website and materials to better engage with supporters and the wider community.

We will also embed a new governance and assurance framework, invest in staff training and development and, expand student numbers to extend our impact. Importantly, we will continue to champion awareness of profound and multiple disability, fostering greater social cohesion and understanding within society.

Charity objective

Parity for Disability is dedicated to transforming lives. Without the right support, the life of a person with multiple disabilities becomes limited and lonely. Meaningful social contact, learning, achieving and experiencing the world all become impossible.

- Parity's services are there for people with multiple disabilities, their families and carers. Parity's mission is excellence in services and support for children and adults with multiple disabilities, their families and carers
- To provide pioneering services that are completely responsive to the needs of an individual in order to help them achieve their potential

Charitable purpose

Within the Charity Commission's guidance on charitable purposes the charity work is defined under two main headings:

- The relief of those in need by reason of disability
- The promotion of equality and diversity

Public benefit

The Trustees have complied with the Charities Act 2011, with regard to the Charity Commission guide on public benefit. The key benefits are outlined below.

Identifiable benefits and relationship with Charitable Aims

How we deliver benefits through our activities

1. Provision of day services

The day services are designed to address the needs of adults aged 18+. All the people using the services have significant physical and learning disabilities, often with sensory impairments and need support with communication. All students need substantial support in all aspects of daily life.

Each student has an individual programme plan designed to:

- help each person to reach their individual potential by addressing their intellectual, physical and emotional needs
- give each person access to a quality of life often taken for granted by their non-disabled peers
- give access to the wider community
- provide the service in an environment of equality, rights and dignity

2. Music Therapy Service

This service addresses the needs of children and adults of all ages with a wide range of complex conditions. Highly skilled music therapists assess each person's needs and develop an approach specifically designed for that person.

3. Youth Activity Scheme

This service meets the need of young people with profound and multiple disabilities during the Easter and Summer school vacations. They are supported by trained staff who share their young outlook and, they are encouraged to make choices about activities in which they wish to participate, these frequently include accessing the wider community.

4. Raising Awareness

The Charity works by various means to raise public awareness of the needs of the students and further people who have profound and multiple learning disabilities, in a number of key areas.

These benefits are in line with the Charity's Memorandum of Association which states that in furtherance of the charitable objects the Charity may:

- provide, maintain and conduct clinic treatments, training centres and workshops, educational facilities, play schools, nurseries, employment centres, holiday camps and homes, clubs, hostels and other foundations
- provide and encourage the provision of the facilities for diagnosis, medical, physical and surgical treatment with all necessary appliances, physiotherapy, speech therapy and education
- collect and disseminate information relating to the care, education, treatment and rehabilitation of people with cerebral palsy and related disabilities or other unrelated severe and multiple disabilities

Alignment with Charity Commission Benefit Guidance

1. Benefits must be balanced against any detriment or harm

The Charity is not aware of any detriment or harm that results from its charitable work.

2. Benefits must be appropriate to the aims

Services are available to all children and adults with profound and multiple disabilities provided they can benefit from them. Experience has shown that provision for people with very challenging behaviour would best be made in a dedicated Centre, however, we do not currently have the financial resources to start such a Centre.

3. Benefit to a section of the public. The opportunity must not be unreasonably restricted by geographical or other restrictions or by ability to pay any fee charged

There are no geographical restrictions, only the distance that is reasonable to expect a person to travel in order to access the service.

Part of the cost of the day and youth activity services is met directly by statutory services or by the individuals themselves, if they are in receipt of direct payments from social services. The remainder of the costs including all the cost of therapies is met by fundraising.

A fee for music therapy is charged; however, the Charity fundraises specifically to supply places for families who are unable to pay.

4. People in poverty must not be excluded from the opportunity to benefit

The funding mechanisms described above ensure families in poverty are not excluded and we try to maintain a hardship fund to assist families who need help.

5. Any private benefits must be incidental

There are no private benefits

Trustees' responsibilities in relation to the Financial Statements

Statement of Directors' and Trustees' Responsibilities

The Directors and Trustees are responsible for preparing the Directors' and Trustees' Report and the financial statements in accordance with applicable law and regulations.

Company Law requires the Directors and Trustees to prepare financial statements for each financial year. Under that Law the Directors and Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and Applicable Law), including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

Under Company Law the Directors and 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 Charity and of the surplus or deficit profit or loss of the Charity for that period. In preparing the financial statements the Directors and Trustees are required to:

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the Charities SORP
- make judgements and estimates that are reasonable and prudent
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Company will continue in business

The Directors and Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Company's transactions and disclose with reasonable accuracy at any time the financial position of the Charity 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 Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

Statement of Disclosure of Information to Auditors

The Directors and Trustees of the Company who held office at the date of approval of this Annual Report confirm that:

- so far as they are aware, there is no relevant audit information of which the Company's auditors are unaware; and
- they have taken all the steps that they ought to have taken as Directors and Trustees in order to make themselves aware of any relevant audit information and to establish that the Company's auditors are aware of that information.

Small Company Rules

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

Auditors

A resolution will be proposed at the Annual General Meeting that Edwin Smith be re-appointed as Auditors to the Charity for the ensuing year.

By order of the Trustees J O Durrett - Chairman
Date: 30/9/25



Report of the Independent Auditors to the Trustees of Parity for Disability

Opinion

We have audited the financial statements of Parity for Disability (the 'Charity') for the year ended 31 March 2025 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the Charity's affairs as at 31 March 2025 and of its income and expenditure for the year then ended
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- have been prepared in accordance with the requirements of the Companies Act 2011

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 Charity 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 Directors' 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 Charity's ability to continue as a going concern for a period of at least 12 months from when the financial statements are authorised for issue.

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

Other Information

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

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

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

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

•the information given in the trustees' report is inconsistent in any material respect with the financial statements; or
•sufficient accounting records have not been kept; or
•the financial statements are not in agreement with the accounting records; or
•we have not received all the information and explanations we require for our audit.

Responsibilities of the Trustees

As explained more fully in the Trustees' responsibilities statement (set out on page 13), the Trustees 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 they 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 Charity's ability to continue as a going concern disclosing, as applicable, matters related to a going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the Charity or to cease operations or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

The Trustees have elected for the financial statements to be audited in accordance with the Charities Act 2011 rather than the Companies Act 2006. Accordingly, we have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

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 extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

The objectives of our audit in respect of fraud, are to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the Company.

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the Charity and considered that the most significant are the Companies Act 2006, the Charities Act 2011, UK financial reporting standards as issued by the Financial Reporting Council and UK taxation legislation.

- We obtained an understanding of how the Charity complies with these requirements by making enquiries with management and those charged with governance. We corroborated our enquiries through our review of the Trustees' meeting minutes.

- We assessed the susceptibility of the financial statements to material misstatement, including how fraud might occur by considering the key risks impacting the financial statements and documenting the controls that the Charity has established to address risks identified, or that otherwise seek to prevent, deter or detect fraud. In our assessment we considered the risk of management override. Our audit procedures included testing manual journals, including segregation of duties.

- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.

- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilites]. This description forms part of our Auditor's Report.

Use of our Report

This Report is made solely to the Charity's Trustees, as a body, in accordance with section 144 of the Charities Act 2011 and the regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the Charity's Trustees 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 Charity's Trustees as a body, for our audit work, for this Report, or for the opinions we have formed.

Edwin Smith

Edwin Smith
Chartered Accountants
Statutory Auditor
32 Queens Road
Reading
RG1 4AU

Date: 01/10/2025

Statement of Financial Activities for the year ended 31 March 2025

	Notes	Unrestricted Funds	Restricted Funds	31/03/2025 Total Funds	31/03/2024 Total Funds Restated
		£	£	£	£
INCOME					
Donations and legacies		87,765	43,435	131,200	122,823
Other trading activities		165,389		165,389	182,519
Income from fundraising and trading activities	3	253,154	43,435	296,589	305,342
Income from charitable activities	4	1,579,934	-	1,579,934	1,530,923
Income from investments	5	26,045	-	26,045	7,732
Total Income	17	**1,859,133**	**43,435**	**1,902,568**	**1,843,997**
EXPENDITURE					
Raising funds	3,6	231,506	-	231,506	215,021
Charitable activities	4,6	1,612,276	57,075	1,669,351	1,578,247
Total Expenditure	17	**1,843,782**	**57,075**	**1,900,857**	**1,793,268**
Net income/(expenditure) for the reporting period		15,351	(13,640)	1,711	50,729
Total funds brought forward	9	646,303	199,734	846,037	795,308
TOTAL FUNDS CARRIED FORWARD		**661,654**	**186,094**	**847,748**	**846,037**

The Statement of Financial Activities includes all gains and losses recognised in the year. All income and expenditure is derived from continuing activities.

Balance Sheet for the year ended 31 March 2025

	Notes	Unrestricted Funds	Restricted Funds	31/03/2025 Total Funds	31/03/2024 Total Funds Restated
		£	£	£	£
FIXED ASSETS					
Tangible assets	11	203,761	56,589	260,350	248,781
CURRENT ASSETS					
Debtors	12	174,900	-	174,900	132,392
Cash at bank and in hand		503,801	129,505	633,306	685,583
		678,701	129,505	808,206	817,975
CREDITORS					
Amounts falling due within one year	13	(168,678)	-	(168,678)	(168,589)
NET CURRENT ASSETS		510,023	129,505	639,528	649,386
TOTAL ASSETS LESS CURRENT LIABILITIES		713,784	186,094	899,878	898,167
PROVISIONS FOR LIABILITIES					
Amounts falling due after more than one year	9,14	(52,130)	-	(52,130)	(52,130)
NET ASSETS		661,654	186,094	847,748	846,037
FUNDS					
Unrestricted Funds	17			661,654	646,303
Restricted Funds	17			186,094	199,734
TOTAL FUNDS				847,748	846,037

The Charitable Company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2025.

The members have not deposited notice, pursuant to Section 476 of the Companies Act 2006 requiring an audit of these financial statements.

The Trustees acknowledge their responsibilities for:

- ensuring that the Charitable Company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its income and expenditure for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the Charitable Company

These financial statements have been audited under the requirements of Section 154 of the Charities Act 2011.

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

The financial statements were approved by the Board of Trustees on 30th September 2025 and were signed on its behalf by:

J O.Durrett – Chairman
Date: 30/9/25.

Statement of Cash Flows for the year ended 31 March 2025

	Unrestricted Funds £	Restricted Funds £	31/03/2025 Total Funds £	31/03/2024 Total Funds £
Net cash (used in)/provided by operating activities	(42,910)	2,342	(40,568)	(12,459)
Interest income	26,045	-	26,045	7,732
Purchase of minibuses and equipment	(2,547)	(35,207)	(37,754)	(16,604)
(Decrease)/increase in cash and cash equivalents in the reporting period	**(19,412)**	**(32,865)**	**(52,277)**	**(21,331)**
Cash at bank and in hand at the of begininning reporting period	523,213	162,370	685,583	706,914
Cash at bank and in hand at the end of reporting period	503,801	129,505	633,306	685,583
Change in cash at bank and in hand in the reporting period	**(19,412)**	**(32,865)**	**(52,277)**	**(21,331)**

Reconcilliation of net income/(expenditure) to net cash flow from operation activities

Net income/(expenditure) for the reporting period	15,351	(13,640)	1,711	50,729
Add back depreciation charges	10,203	15,982	26,185	25,678
Less interest income	(26,045)	-	(26,045)	(7,732)
Increase in debtors	(42,508)	-	(42,508)	(1,983)
Increase in creditors	89	-	89	(79,151)
Net cash (used)/provided by operating activities	**(42,910)**	**2,342**	**(40,568)**	**(12,459)**

Notes to the Financial Statements for the year ended 31 March 2025

1. Accounting Policies

Basis of preparation

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 to the UK and Republic of Ireland (FRS 102) (effective January 2019) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and republic of Ireland (FRS 102) and the Companies Act 2006.

Parity for Disability meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

Preparation of the accounts on a going concern basis

The Trustees consider that there are no material uncertainties about the Charitable Company's ability to continue as a going concern.

The Trustees do not consider that there are any other sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

Fund Accounting

Unrestricted funds are donations and other incoming resources available for use at the discretion of the Trustees in furtherance of the objectives of the Charity.

Restricted funds are those donated for use in a particular area or for specific purposes. Restrictions arise when specified by the donor or when funds are raised for restricted purposes. Restricted fund balances used to purchase fixed assets are reduced in line with the underlying depreciation charge.

Income

Income is recognised when the Charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from Government and other grants, whether capital or revenue grants is recognised when the Charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received, and the amount can be measured reliably and is not deferred.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

Donations and Other Income

Donations and other income are recognised when they become due and credited to the statement of financial activities. Any donations received for specific time restricted purposes are carried forward as deferred income and matched with related expenditure.

Gifts in-Kind

In-Kind donations of goods and items will be reflected in the accounts as both income and the associated expenditure. The value is determined based on the reasonable estimated open market value of the item. Gifts of services in the form of time will not be treated as voluntary income. The gifts donated to charity for resale in shops are shown as shop income.

Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the bank.

Expenditure

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

Expenditure is classified under the following activity headings within the statement of financial activities to one of the following headings:

- Costs of raising funds: The direct costs of fundraising and publicity activities, including the costs of Parity's charity shops.
- Expenditure on charitable activities: The direct and associated support costs of providing charitable services which comprise day services, music therapy and the youth scheme.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

Grants payable are payments made to third parties in the furtherance of the charitable objects of the Charity. In the case of unconditional grants, they are accrued once the recipient has been notified of the grant award. The notification gives the recipient a reasonable expectation that they will receive the one year or multi-year grant. Grant awards that are subject to the recipient fulfilling performance conditions are accrued as the performance conditions are met.

Allocation of support and governance costs

Expenditure is allocated to the activity where the costs relate directly to that activity. These costs have been allocated between the cost of raising funds and expenditure on charitable activities.

Costs are then identified relating to the governance of the Charity being the costs associated with constitutional statutory requirements and costs associated with the strategic management of the Charity's activities.

Support costs and governance costs are apportioned between the key charitable activities undertaken in the year on basis of revenue earned.

Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Operating leases

Rentals charges are charged on a straight-line basis over the term of the lease.

Tangible fixed assets

Rather than incur the ongoing costs of a professional revaluation, in accordance with FRS 102 transitional accounting regulations, the Trustees have opted for a policy of depreciating the freehold based on the last recorded valuation of £230,000 with effect from 1 April 2016.

Purchased items that have a useful life of more than one year are capitalised at cost – subject to a de-minimus limit of £500. Assets are reviewed for impairment if circumstances indicate that their carrying value may exceed their net realisable value and value in use.

Depreciation is calculated to write off the cost less estimated residual value of fixed assets over their estimated useful lives.

Basis for charging Depreciation

Freehold Property	50 years straight line
Minibuses	5 years straight line
Furniture and Equipment	20% of net book value pa on a reducing balance basis

Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand

Cash at bank and in hand includes cash and short-term deposits with a maturity or notice period of twelve months or less at the balance sheet date.

Creditors and provisions

Creditors and provisions are recognised where the Charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Pension Scheme

The Charity operates a defined contribution scheme for its employees. Contributions payable to the scheme are charged to the statement of financial activities in the period to which they relate. The assets of the scheme are held separately from the Charity in an independently administered fund.

2. Material error from previous accounting period

A material error was identified in 2025 relating to the accounting treatment in respect of dilapidations which should have been made on property leases. The impact goes beyond the comparative year and the provision that should have been reflected in the accounts in previous years, would not be materially different to the amount at the end of 31 March 2025. Therefore, the provision has effectively been set against the year ended 31 March 2023 unrestricted funds and does not affect the comparative expenditure for last year as per note 9.

3. Analysis of income from fundraising and trading activities

The small fundraising team generates both voluntary income and income from fund raising events which is reported under other trading activities. Trading activities also includes the two charity shops run by Parity. The analysis below shows the breakdown of income and associated expenses

	Unrestricted funds £	Restricted funds £	31/03/2025 £	31/03/2024 £
Donations and legacies				
Donations and grants towards ongoing charitable activities	87,765	43,435	131,200	122,823
Shop income	165,389	-	165,389	182,519
Income from fundraising and trading activities	**253,154**	**43,435**	**296,589**	**305,342**
Expenditure on fundraising				
Staff costs	56,792	-	56,792	57,881
Other fundraising costs	4,820	-	4,820	6,058
	61,612	-	61,612	63,939
Central overheads	57,363	-	57,363	50,326
Recharge for PR and publicity	(29,744)	-	(29,744)	(28,566)
	89,231	**-**	**89,231**	**85,699**
Expenditure on running the charity shops				
Staff costs	63,232	-	63,232	58,025
Rent and rates	28,871	-	28,871	27,894
Other shop and fundraising costs	21,103	-	21,103	15,671
	113,206	-	113,206	101,590
Central overheads	29,069	-	29,069	27,732
	142,275	**-**	**142,275**	**129,322**
Expenditure on raising funds	**231,506**	**-**	**231,506**	**215,021**
Contribution by fundraising function				
Contribution from fundraising	(1,466)	43,435	41,969	37,124
Contribution from charity shops	23,114	-	23,114	53,197
	21,648	**43,435**	**65,083**	**90,321**
Average cost to raise £1 in pence by fundraising function				
Fundraising			68p	70p
Charity shops			86p	71p

4. Analysis of Income from Charitable Activities

Charitable income represents fees receivable by the day services for the various activities enjoyed by participants and totals £1,579,934 for the year (2024 £1,530,923).

	Unrestricted Funds £	Restricted Funds £	31/03/2025 £	31/03/2024 £
Income				
St Martin's	449,456	-	449,456	440,619
Whetstone Road	496,674	-	496,674	502,669
Salisbury Grove	584,444	-	584,444	548,796
Music Therapy	44,428	-	44,428	32,939
Youth Activity Scheme	4,326	-	4,326	5,900
Student Placement	606	-	606	-
	1,579,934	-	1,579,934	1,530,923
Expenditure				
St Martin's	449,375	3,679	453,054	406,447
Whetstone Road	509,978	4,082	514,060	505,910
Salisbury Grove	573,925	7,556	581,481	543,886
Youth Activity Scheme	11,627	-	11,627	13,136
Music Therapy	67,371	6,059	73,430	70,682
Other charitable activities	-	16,564	16,564	10,134
All activities	-	19,135	19,135	28,052
	1,612,276	57,075	1,669,351	1,578,247
Deficit from charitable activities	(32,342)	(57,075)	(89,417)	(47,324)
Average direct cost to provide service in pence per £1 of charitable income			106p	103p

Charitable activity costs include the direct costs attributable to the services together with a share of management and fundraising costs.

Support costs are detailed in note 6.

	31/03/2025 £	31/03/2024 £
Staff costs	1,137,476	1,095,363
Music therapy sessional therapists	34,762	24,810
Rent and rates	81,344	79,981
Premises costs	79,679	76,750
Clinical care and waste	42,902	44,855
Other direct charitable costs	78,884	65,332
Depreciation	20,576	21,780
	1,475,623	1,408,871
Central overhead	193,728	169,376
	1,669,351	1,578,247

5. Income from Investments

Represents bank interest received from deposits.

6. Central Costs

	31/03/2025 £	31/03/2024 £
Central costs by cost type		
Management wages	167,832	142,736
Auditors remuneration	7,993	7,500
General insurance	6,409	7,959
Depreciation	4,316	3,865
Other management costs	63,876	56,808
PR and publicity	29,734	28,566
	280,160	247,434

The Charity's expenditure includes Central costs as shown above. These costs are allocated to the Charity's activities on the bases shown below.

	General office costs	Mgmt and Admin	Accounts	Facilities	Minibuses	Corporate	Total Central Costs 2025	Total Central Costs 2024
	£	£	£	£	£	£	£	£
Day Services	-	50,166	42,448	16,795	21,752	29,550	160,711	139,350
Music Therapy	4,128	11,705	5,943	622	-	2,795	25,193	22,504
Activity Scheme	-	5,016	1,698	311	-	799	7,824	7,522
	4,128	66,887	50,089	17,728	21,752	33,144	193,728	169,376
Fundraising	17,101	31,772	8,490	-	-	-	57,363	50,326
Shop Expenses	-	10,033	5,094	7,154	-	6,788	29,069	27,732
	21,229	108,692	63,673	24,882	21,752	39,932	280,160	247,434
Allocation Basis	*Space*	*Est mgmt time*	*Est use of key activities*	*Est use of key activities*	*No of minibuses*	*%age of revenue*		

7. Outgoings from resources

	31/03/2025 £	31/03/2024 £
Net resources are stated after charging:		
Auditors remuneration	7,993	7,500
Depreciation	26,185	25,678

8. Trustees' remuneration and benefits

There were no Trustees' remuneration or other benefits for the year ended 31 March 2025. One trustee was reimbursed £163 (2024 £nil) for travelling and office expenses during the year.

9. Prior year adjustment

A material error has occurred from a prior period relating to a provision that should have been made on dilapidations on property leases.

Changes to the balance sheet (statement of financial position)

	As previously reported at 31 March 2024 £	Adjustment at 1 April 2023 £	Adjustment at 31 March 2024 £	As restated at 31 March 2024 £
Provisions				
Dilapidations	0	(52,130)	-	(52,130)
Funds of the Charity				
Other unrestricted funds	698,433	(52,130)	-	646,303

There are no changes to the income and expenditure for the year ended 31 March 2024, as explained in note 2 above.

The statement of financial activities complies with the requirements for an income and expenditure account under the Companies Act 2006 and includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities

10. Staff Costs

	31/03/2025 £	31/03/2024 £
Wages and saleries	1,311,243	1,233,929
National Insurance contributions	94,957	88,138
Pension contributions	28,909	24,829
Temporary staff paid via agency	2,315	7,111
	1,437,424	1,354,007

There were no employees with emoluments of £60,000 or more (2024 £nil). Key management personnel comprise the Trustees and the Executive Director. The Executive Director's employment benefits were £43,071 (2024 £41,189)

A workplace pension scheme was established on the 1 August 2015. Contributions to the scheme are based on a percentage of salary in line with the minimum requirements. For the period 1 April 2018 to 31st March, this was 2% from Parity and 3% from the employee. The contribution rate increased from the 1 April 2019 to 3% for employer and a minimum of 5% from the employee. There is also an additional contribution made in line with one employee's remuneration arrangements.

The average full time equivalent monthly number of employees during the year was as follows:

Direct charitable work	43	44
Shops	2	2
Fundraising	2	2
Administrative	5	4
	52	52

In addition, there are 98 volunteers working in the shops, fundraising and assisting with the charitable work.

11. Tangible Fixed Assets

	Freehold Property £	Furniture & Equipment £	Motor Vehicles £	Total £
Cost or Valuation				
As at 31 March 2024	230,000	253,874	124,165	608,039
Additions	0	37,754	0	37,754
As at 31 March 2025	230,000	291,628	124,165	645,793
Depreciation				
As at 31 March 2024	41,400	202,262	115,596	359,258
Charge for year	4,600	15,971	5,614	26,185
As at 31 March 2025	46,000	218,233	121,210	385,443
Net Book Value				
As at 31 March 2025	184,000	73,395	2,955	260,350
As at 31 March 2024	188,600	51,612	8,569	248,781

The freehold property 94 Whetstone Road, Farnborough, the minibuses, shop and fundraising equipment are all used directly for charitable purposes, the remaining assets being used in the management and administration of the charity.

The freehold was last revalued in October 2013 by Clare & Co on an open market basis.

Freehold property valuation at 31 March 2024 and 31 March 2025 is represented by:

Cost	158,478
Revaluation in 2006	76,522
Revaluation in 2013	(5,000)
	230,000

Rather than incur the ongoing costs of a professional revaluation, in accordance with FRS 102 transitional accounting regulations, the Trustees have opted for a policy of depreciating the freehold based on the last recorded valuation of £230,000 with effect from 1 April 2016.

12. Debtors and amounts falling due within one year

	31/03/2025 £	31/03/2024 £
Trade Debtors	148,754	114,020
Other debtors	26,146	18,372
	174,900	132,392

13. Creditors: Amounts falling due within one year

	31/03/2025 £	31/03/2024 £
Trade creditors	16,720	14,741
Taxation and social security	18,629	17,032
Other creditors	133,329	136,816
	168,678	168,589

Other creditors include a provision for £23,648 (2024 £88,987) in respect of surplus funding from Local Authority and CCG funders covering the period 1 April 2020 to 30 September 2021. These funds are being offered back to funders either through direct payment or as a discount on fees.

Other creditors also includes Deferred income of £53,019 (2024 £7,019). The amount of deferred income brought forward at 1 April 2024 released in to income amounts to £7,019.

14. Provision for Liabilities

	31/03/2025 £	31/03/2024 restated £
Dilapidation provision on property leases	52,130	52,130

15. Calculation of Net Free Reserve

	31/03/2025 £	31/03/2024 restated £
Unrestricted funds per the balance sheet	661,654	646,303
Less unrestricted fixed assets	(203,761)	(211,417)
	457,893	434,886

16. Operating Lease Commitments

A 25-year operating lease over 23 Salisbury Grove, Mytchett was signed on 21 December 2014. The lease over 93 Whetstone Road was renewed in 2019 for ten years. The lease on 92 Whetstone Road was renewed in August 2023 for ten years. While not subject to a formal lease, Parity rents the church hall at St Martin's.

The current lease on the Church Crookham shop expired 31 March 2025 and was renewed for ten years. The lease on the North Camp shop was renewed in April 2023 for seven years.

Additionally, Parity leases several photocopiers. Total commitments under non-cancellable operating leases as at 31 March 2024 were as follows:

	31/03/2025 £	31/03/2024 £
Annual commitments	95,557	93,350
0-1 Year	366,231	312,650
1-5 Years	482,496	476,811
More than 5 Years		

17. Movement in Funds

	Balance at 31/03/2024 restated £	Income £	Expenditure £	Transfers between funds £	Balance at 31/03/2025 £
Unrestricted Funds					
General fund	574,781	1,859,133	(1,843,782)	-	590,132
Freehold revaluation and fair value reserve	71,522	-	-	-	71,522
	646,303	1,859,133	(1,843,782)	-	661,654
Restricted fixed asset funds					
Whetstone Road	10,673	5,470	(2,447)	4,674	18,370
St Martin's	3,617	6,452	(2,026)	1,394	9,437
Salisbury Grove	14,371	-	(5,895)	17,351	25,827
Minibuses	8,703	-	(5,767)	19	2,955
	37,364	11,922	(16,135)	23,438	56,589
Restricted cash funds					
Whetstone Road	5,752	4,480	(1,636)	(2,961)	5,635
St Martin's	25,699	2,576	(1,652)	(9,226)	17,397
Salisbury Grove	15,946	722	(1,662)	(10,040)	4,966
Minibus running costs	-	8,000	(8,000)	-	-
Music Therapy	9,027	-	(6,058)	(76)	2,893
Therapy	3,500	-	-	-	3,500
Day Service Funds	3,827	-	-	(1,625)	2,202
Musical Instruments	373	-	-	-	373
Minibus capital fund	8,000	-	-	-	8,000
Health & Wellbeing	4,996	15,735	(16,564)	(1,010)	3,157
Restricted donations into new building fund	85,250	-	(5,368)	1,500	81,382
	162,370	31,513	(40,940)	(23,438)	129,505
TOTAL FUNDS	**846,037**	**1,902,568**	**(1,900,857)**	**-**	**847,748**

18. General Information

Parity for Disability is a Limited by Guarantee Charitable Company Incorporated in England & Wales. The Registered Office is 94 Whetstone Road, Cove, Farnborough, Hampshire GU14 9SX

PARITY

For People With Multiple Disabilities

PARITY FOR DISABILITY
94 Whetstone Road
Cove
Farnborough
Hampshire
GU14 9SX

Tel: 01252 375581
http://www.parityfordisability.org.uk/

REGISTERED COMPANY NUMBER: 3584503 (England and Wales)
REGISTERED CHARITY NUMBER 1071571

PARITY FOR DISABILITY

England & Wales - Charity number 1071571

Accounts

PARITY FOR DISABILITY

Annual Report and Accounts
for the year ended 31 March 2024

PARITY

For People With Multiple Disabilities

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Chairman's Report

As the impact of the Covid pandemic lessened, it took some time for Parity to return to working 'normally'. Staff recruitment in the Day Services was challenging, as was the case across the whole care sector. The high level of inflation, generally, and the hyperinflation of energy costs along with the significant increase in the 'minimum living wage' required another uplift in our fees. Largely, these were accepted, though not without a considerable amount of effort in persuading statutory purchasers to agree.

2023/24 saw a further period of review for the Charity. Following the evaluation and restructure of both Services and Business functions in previous years, the final stage of the Charity Evaluation Project - Governance & Assurance - was progressed under a project manager.

The opportunity was taken to analyse the knowledge, skills and experience available through the Trustees. Recruitment is underway to address any gaps in skillsets, as well as making the most of any resources for Trustee training. The work has also encompassed the rationalisation, updating and overhaul of all areas of policy, procedures and practices. A reporting mechanism of Assurance Reports to the Board will be in place by mid-2024, overseen by the new Deputy Chairman, Claire Brunton.

The fundraising function was also reviewed in terms of skills and focus. We restructured the resource to include a new PR and Engagement role to enhance support, income generation and reach, in a very difficult fundraising climate.

Previously, I have mentioned the need to address the shortcomings of the facilities at the St Martin's Day Service. Buildings have been identified, but closer examination proved them to be unsuitable. However, we have now been given notice that the Church is seeking to upgrade the building, requiring us to vacate the premises in mid-2025 for a period of up to two years whilst the building work takes place, resulting in increased urgency to find new accommodation.

The success of the Charity relies in no small part on the knowledge, experience and hard work of the Board of Trustees. This year we reflect on the achievements of two Trustees who have stepped down.

I take this opportunity to recognise the many decades of dedicated service given by Paul Roper, steering the Charity to where it is today as Chairman and latterly Deputy Chairman. Paul's integral role in moulding the Charity has been recognised with the title of Honorary President.

Also after some 13 years, our Trustee Treasurer, David Turnidge, took the decision to stand down - we thank him for his commitment and invaluable assistance over that time which has seen the charity grow significantly in size as well as survive the challenging fiscal environment during the Covid pandemic. As a result, we evaluated how we manage the finance function and recruited a part-time Finance Manager, whilst retaining the Treasurer overview role on the Board through Mark Bowen.

The efforts of all involved with the Charity has enabled Parity to continue providing its high level of service and generate a small financial surplus at year end.



Owen Durrett

Chairman

Date: 30/9/24

Trustees' Report for the year ended 31 March 2024

Directors and Trustees

TRUSTEES (i)	Mr J.O Durrett	Chairman
	Mr P Roper	Deputy Chairman
		Resigned 25/10/23
	Mr D Turnidge	Resigned 15/2/24
	Mrs L Anderson	Appointed 25/10/23
	Cllr B Blewett (ii)	Hart DC Representative
	Miss C Brunton	
	Mr M Bowen	Appointed 25/10/23
	Mr M Hassett	
	Mr C Porter	
	Mr D Randall	
	Mr K Smith	
REPRESENTATIVES	Mr S Masterson	Rushmoor BC Representative
	Mrs H Whitcroft	Surrey Heath BC Representative
EXECUTIVE DIRECTOR	Ms A Cooper	
SECRETARY	Ms A Cooper	

(i) All Trustees are directors of the Company and the Trustees' Report also meets the requirements for a Directors' Report for Companies Act purposes.

(ii) Mr Blewett is a Trustee in his own right as well as acting as the Hart District Council representative.

Legal and Administrative Details

REGISTERED OFFICE	94 Whetstone Road Cove, Farnborough Hampshire GU14 9SX
REGISTERED NUMBER	3584503 (England and Wales)
CHARITY NUMBER	1071571
AUDITORS	Edwin Smith Chartered Accountants Statutory Auditor 32 Queens Road Reading, Berkshire RG1 4AU
SOLICITORS	360 Law Services 377-399 London Road Camberley, Surrey GU15 3HL
BANKERS	COIF Charities Deposit Fund St Alphage House, 2 Fore Street, London CAF Bank Limited 25 Kings Hill Avenue, Kings Hill, West Malling, Kent HSBC 30 Princes Mead Shopping Centre, Farnborough, Hampshire

Structure, Governance and Management

Governing Document

Parity For Disability is a company limited by guarantee governed by its Memorandum and Articles of Association dated 1 October 1998 and amended to its current name on 16 July 2001. It is registered as a charity with the Charity Commission.

With the exception of its employees, membership is open to all those interested in supporting the Charity's objective.

Trustees' Report and Financial Statements

The Trustees present their Report and the audited financial statements for the year ended 31 March 2024 which also meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the memorandum and articles of association and the 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 (FRS102) (effective 1 January 2019).

Organisation

The Charity is administered by the Board of Trustees; during the 2023/2024 financial year there were eleven Trustees with two new Trustees co-opted and one resignation. The Articles of Association make provision for a minimum of three Trustees and allow the maximum number to be determined by the Board of Trustees.

The Board normally meets once every two months. A management group has been put into place – it meets monthly covering finance and management, operations and services.

The Executive Director is appointed by the Trustees to manage all aspects of the Charity. To facilitate effective operations, the Executive Director has delegated authority, within terms of delegation approved by the Trustees, for operational matters.

Appointment of Trustees

As set out in the Articles of Association, Trustees of the Board of Trustees are selected by the membership at the Annual General Meeting. Trustees serve for a period of three years, but one third of the Executive must retire by rotation, however, retiring Trustees may offer themselves for re-election.

Rushmoor Borough Council, Hart District Council and Surrey Heath Borough Council may each nominate one representative.

The Trustees have the power to co-opt members to the board, however, co-opted Trustees must offer themselves for election at the next Annual General Meeting. All members are invited to nominate Trustees prior to the AGM.

The Board of Trustees has assessed the range of specialist skills that are required for it to effectively perform its duties. It actively seeks suitable prospective Trustees to ensure this requirement is satisfied.

Trustee induction and training

Induction training is provided for all new Trustees to ensure that the strong philosophy and ethos of the organisation is understood and accepted. They are briefed on their legal obligations under charity and company law, the content of the Memorandum and Articles of Association, the legislation affecting disabled people, the committee and decision-making processes, the business plan and recent financial performance of the Charity.

As part of the induction process, all new Trustees are given disability awareness training and are required to spend time in each of the service provisions, meet the other Trustees, key employees and volunteers.

The need for external training is assessed and provided as appropriate.

Risk management

The Trustees have a risk management strategy, which comprises:

- an annual review of the risks the Charity may face
- the establishment of systems and procedures to mitigate those risks identified in the plan
- the identification of procedures required to minimise any potential impact on the Charity should those risks materialise

The key risks Parity faces are:

Financial

Fee levels - Parity's day services require a high staffing ratio which means our overall cost base is driven by salary costs. Minimum living wage increases continue to drive up costs requiring funding increases. As a Charity we have striven to manage costs without impacting students. Fee increases were largely achieved during the year, helped in part by repayment of the over-funding provision.

Loss of students - Meeting the needs of our students requires a high staff to student ratio. Student losses can result in short term increases in costs until either a new student is in place or staffing levels are adjusted. We aim to mitigate this risk by maintaining and managing a pipeline of new students.

Closure of the day services - The Coronavirus epidemic resulted in the temporary closure of our three day services. In this instance we received tremendous, short term support from our funders as well as the Government through the furlough scheme. While it did not cover the Coronavirus closure, we do have insurance that covers most other closure scenarios. The Trustees will continue to develop contingency planning to be better prepared should we be forced to close in the future.

Voluntary income - Our funders will not pay for key added value services, such as speech and physiotherapies. We have recently decided in a change to our strategy to deliver these services which includes utilisation of NHS specialist resources. We also plan to fund additional day service staff from voluntary income.

Our fundraising strategy is to maintain a mix of income streams including shops, company, community and individual donations, events and grantmaking bodies. We aim to maintain sufficient reserves to offset any short term funding shortfalls.

Maintaining reserves - The Charity requires adequate reserves to mitigate against the uncertainty of fund-raising, potential losses of students and other unexpected events - such as the Coronavirus epidemic. They are also necessary to fund improvements to the service such as the increasingly urgent need to migrate the St Martin's service to a more appropriate location.

Financial mismanagement and control failures - While there are strong controls over the bank accounts, full segregation of duties is difficult because of the small team. Risks are mitigated through a combination of regular financial review by management, procedures and controls.

Performance and Management

Service levels - Failure to maintain the quality of our service puts both our reputation and our day services at risk. We mitigate this risk through management oversight, careful staff recruitment, ongoing training and comprehensive policies and procedures. While Parity's day services are currently outside the scope of the Care Quality Commission (CQC) a lot of work has gone into ensuring our service meets CQC standards.

Professional negligence/staff misconduct - Both within the day service and corporate level. The controls around service levels are designed to minimise this risk which is also mitigated through insurance.

Staff - We are totally dependent on our staff to maintain the quality of our service. We recruit carefully to ensure that our staff are committed to Parity's standards. In common with most of the care sector, our salaries are competitive rather than generous which makes staff retention an ongoing challenge.

Operational

Appropriate premises and facilities – The expectations of our students have increased in recent years with the use of technology. This is particularly relevant for the St Martin's day service which is delivered out of a church hall where staff have to lay out and pack away all equipment every day. We are looking to move this service to more suitable premises as soon as finances allow.

Loss of premises/equipment failure – There is insufficient capacity to accommodate one of the day services in the other two services for anything longer than a day or two. We mitigate against this risk by regular health and safety checks and ongoing maintenance of our buildings and equipment. We are insured against fire, theft and business losses.

Information Technology is important, but not critical to Parity's operations. We mostly use standard office applications, and our systems are maintained, secure and regularly backed up. We have been investing in our infrastructure to improve functionality and resilience.

Objectives and activities

The Charity's objective as stated in the Memorandum of Association is: "To promote the care, welfare, interest, treatment, education and advancement of adults and children with cerebral palsy or a related disability or other severe or multiple disabilities".

The Charity's vision is a society where:

- The equality, rights and dignity of children and adults with profound and multiple disabilities are understood and fully accepted
- People with multiple disabilities are afforded the opportunity to explore their potential
- People with multiple disabilities become an integral part of their community

The Charity's mission is: "Excellence in services and support for children and adults with multiple disabilities, their families and carers". The Charity aims to provide pioneering services that are completely responsive to the needs of an individual, their families and carers to help them achieve their potential and enjoy a quality of life that others take for granted. The philosophy of the service has the tenets of Equality, Rights and Dignity.

Parity for Disability service provision consists of:

- Day services in Farnborough, Camberley and Mytchett
- Music therapy service
- Easter and Summer Youth activity scheme
- Where appropriate outreach support for the student
- Where possible to provide information and support

Achievements and performance

During the year, in line with the business plan, the Charity achieved the following under each of the main strands:

1. To maintain and enhance the quality of our pioneering services

Day service staff continue to develop their skills through training in Health and Social Care Diplomas and by adding Dementia and Visual Impairment to the range of learning opportunities. Key staff in each service have also qualified as in-house Moving and Positioning trainers.

Staff and students have expanded the choice of activities available including a gardening project, sailing, animal interactions and sound bath sessions.

We successfully recruited to the three-year Lottery-funded post of Health and Wellbeing Officer. The project aims to ensure that our students can access, as efficiently and effectively as possible, the essential community services and support required to meet their health and wellbeing needs. It achieved its Year 1 goals and there are promising signs of further progress going into Year 2.

Three new students from the waiting list joined the services. Through regular contact with local specialist schools, further education colleges, families and carers, we know that the number of people leaving education and needing services like Parity's continues to grow.

Music therapy sessions continue to be an essential offering for students requiring specialist input around mental health, emotional and communication needs to achieve their potential. A grant from The National Lottery Community Fund – Awards for All England is supporting Parity's music therapy programme in the Day Services. We have also been getting a steady stream of enquiries and referrals from people outside Parity who are looking for a music therapy service.

2. To ensure a sustainable financial position

There has been positive engagement with funders on the whole. The process started three years ago to identify essential increases puts us in a better position despite high increase in NMW.

A business review of the fundraising function resulted in a revised team structure and a new post of PR and Engagement Officer. We filled the post in March 2024 and are already seeing increased engagement with the potential to further the Charity's goals and increase voluntary income.

Our partnerships with local businesses and organisations in the community continue and we are benefitting from a large number of repeat donors as well as new sources of support resulting from word-of-mouth and our growing visibility in the community. Parity won a public vote in 2023 to be Fleet Carnival's charity partner this year.

Our shops saw another strong year, particularly Church Crookham, driven in part by the cost of living crisis and the need for customers to find sources of good quality reasonably priced goods. Although our North Camp shop was impacted by the extensive road improvements that affected traffic flow, it continued to provide a valuable asset to the local community.

3. To build purpose-designed premises in which we can provide and expand high quality services, which are responsive to the specific needs of the person

The search for additional premises continues. Several options have been considered, but no feasible solution has been identified. In the interim, improvements have been made and planned for existing buildings, with financial support secured for upgrades including air conditioning, gardens, sensory facilities and therapy equipment.

4. To publicise and promote awareness

We continued to play an active role in groups and forums specific to the Third Sector, Disability and Learning Disability service provision, raising awareness of issues experienced by our organisation and those we support. These included local consultation on the Rushmoor Civic Quarter regeneration, Rushmoor Access Action Group, Hampshire Learning Disability Partnership Complex Needs Group and the national Voluntary Organisations Disability Group.

We regularly attended specialist school and college transition events and supporting visits from staff and families.

We began working with Surrey University and Winchester University on a Student Nurses placement project, to assist understanding of the approaches required for patients with profound and multiple disabilities.

Students gifted a reproduction of Monet's Japanese Footbridge, created as a group project, to Aldershot Centre for Health.

The fundraising and communications team took advantage of skill sharing offered by staff from multinational organisations and local businesses as well as professional consultants in areas including marketing, publicity campaigns and use of social media.

Financial position and reserves

There were overall surpluses of £46,120 and £4,607 in unrestricted and restricted funds for the year respectively.

The Charity's reserves policy focuses on the level of 'free' reserves. Free reserves exclude restricted funds and also that part of general funds used to acquire fixed assets.

The Charity retains 'free' reserves for two main reasons:

i) To manage the risk to which the Charity is exposed in the course of its business (including safeguarding activities) funded by volatile voluntary income streams or by other sources that may be reduced or withdrawn.

ii) To finance future plans in line with the Charity's aims and strategic vision. This is primarily concerned with the acquisition of dedicated premises and development of services.

The Directors and Trustees consider that in order to meet these needs, and to operate effectively, the Charity needs sufficient reserves to cover between 2 and 4 months of expenditure - £300,000 and £600,000.

Free reserves increased by £37,674 to £479,693 at 31 March 2024 (compared with £442,019 at 31 March 2023) which is towards the middle of the range of the free reserves the Trustees consider necessary. The Directors and Trustees will seek to continue to rebuilding reserves.

Cash reserves are placed in interest bearing deposits with HSBC, CAF Bank and longer-term deposits with Charities Official Investment Fund (COIF).

Remuneration Policy

The Charity aims to pay competitive salaries to its staff based on the role undertaken. Staff are paid a basic salary plus overtime as appropriate. The Charity operates a workplace pension scheme where relevant staff are automatically enrolled. In line with the minimum legal requirement, employer and employees contribute 3% and 5% of earnings respectively to the pension fund.

The Executive Director makes salary recommendations to the Trustees for approval. This is broadly based against market rates and affordability. The Executive Director's remuneration is determined by the Trustees based on the joint recommendation of the Chairman, Vice Chairman and Treasurer.

None of the Trustees are remunerated.

Plans for future periods

Embed the Assurance approach in the work of the Board.

Continue to invest in staff development to further enhance service provision and performance of the Charity.

Work in collaboration to continue to raise issues relating to profound and multiple disability with decision makers. Monitor and document existing and emerging needs and flag to appropriate audiences.

Contribute to and learn from sector work around effective approaches, interventions and support.

Work to further raise awareness and support (financial and ideological) for the Charity and secure financial sustainability.

Continue to try and identify a site for expansion to address the growing waiting list and the need to vacate St Martin's during the building extension works.

Charity objectives

Parity for Disability is dedicated to transforming lives. Without the right support, the life of a person with multiple disabilities becomes limited and lonely. Meaningful social contact, learning, achieving and experiencing the world all become impossible.

- Parity's services are there for people with multiple disabilities, their families and carers. Parity's mission is excellence in services and support for children and adults with multiple disabilities, their families and carers
- To provide pioneering services that are completely responsive to the needs of an individual in order to help them achieve their potential

Charitable purpose

Within the Charity Commission's guidance on charitable purposes the charity work is defined under two main headings:

(i) The relief of those in need by reason of disability

(ii) The promotion of equality and diversity

Public benefit

The Trustees have complied with the Charities Act 2011, with regard to the Charity Commission guide on public benefit. The key benefits are outlined below.

Identifiable benefits and relationship with charitable aims

(i) Provision of day services

The day services are designed to address the needs of adults aged 18+. All the people using the services have significant physical and learning disabilities, often with sensory impairments and need support with communication. All students need substantial support in all aspects of daily life.

Each student has an individual programme plan designed to:

- help each person to reach their individual potential by addressing their intellectual, physical and emotional needs
- give each person access to a quality of life often taken for granted by their non-disabled peers
- give access to the wider community
- provide the service in an environment of equality, rights and dignity

(ii) Music Therapy Service

This service addresses the needs of children and adults of all ages with a wide range of complex conditions. Highly skilled music therapists assess each person's needs and develop an approach specifically designed for that person.

(iii) Youth Activity Scheme

This service meets the need of young people with profound and multiple disabilities during the Easter and Summer school vacations. They are supported by trained staff who share their young outlook, and they are encouraged to make choices about activities in which they wish to participate, these frequently include accessing the wider community.

(iv) Raising Awareness

The Charity works by various means to raise public awareness of the needs of the students and further people who have profound and multiple learning disabilities, in a number of key areas.

These benefits are in line with the Charity's Memorandum of Association which states that in furtherance of the charitable objects the Charity may:

- provide, maintain and conduct clinic treatments, training centres and workshops, educational facilities, play schools, nurseries, employment centres, holiday camps and homes, clubs, hostels and other foundations

- provide and encourage the provision of the facilities for diagnosis, medical, physical and surgical treatment with all necessary appliances, physiotherapy, speech therapy and education
- collect and disseminate information relating to the care, education, treatment and rehabilitation of people with cerebral palsy and related disabilities or other unrelated severe and multiple disabilities

Benefits must be balanced against any detriment or harm

The Charity is not aware of any detriment or harm that results from its charitable work.

Benefits must be appropriate to the aims

Services are available to all children and adults with profound and multiple disabilities provided they can benefit from them. Experience has shown that provision for people with very challenging behaviour would best be made in a dedicated Centre, however, we do not currently have the financial resources to start such a Centre.

Benefit to a section of the public. The opportunity must not be unreasonably restricted by geographical or other restrictions or by ability to pay any fee charged.

There are no geographical restrictions only the distance that is reasonable to expect a person to travel in order to access the service.

Part of the cost of the day and youth activity services is met directly by statutory services or by the individuals themselves, if they are in receipt of direct payments from social services. The remainder of the costs including all the cost of therapies is met by fundraising.

A fee for music therapy is charged, however, the Charity fundraises specifically to supply places for families who are unable to pay.

People in poverty must not be excluded from the opportunity to benefit

The funding mechanisms described above ensure families in poverty are not excluded and we try to maintain a hardship fund to assist families who need help.

Any private benefits must be incidental

There are no private benefits.

Trustees' responsibilities in relation to the financial statements

STATEMENT OF DIRECTORS' AND TRUSTEES' RESPONSIBILITIES

The Directors and Trustees are responsible for preparing the Directors' and Trustees' Report and the financial statements in accordance with applicable law and regulations.

Company Law requires the Directors and Trustees to prepare financial statements for each financial year. Under that Law the Directors and Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and Applicable Law), including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

Under Company Law the Directors and 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 Charity and of the surplus or deficit profit or loss of the Charity for that period. In preparing the financial statements the Directors and Trustees are required to:

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the Charities SORP
- make judgements and estimates that are reasonable and prudent
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements, and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Company will continue in business

The Directors and Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Company's transactions and disclose with reasonable accuracy at any time the financial position of the Charity 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 Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

STATEMENT OF DISCLOSURE OF INFORMATION TO AUDITORS

The Directors and Trustees of the Company who held office at the date of approval of this Annual Report confirm that:

- so far as they are aware, there is no relevant audit information of which the Company's auditors are unaware; and
- they have taken all the steps that they ought to have taken as Directors and Trustees in order to make themselves aware of any relevant audit information and to establish that the Company's auditors are aware of that information.

SMALL COMPANY RULES

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

AUDITORS

A resolution will be proposed at the Annual General Meeting that Edwin Smith be re-appointed as auditors to the Charity for the ensuing year.



By order of the Trustees J O.Durrett - Chairman

Date: 30/9/2024.

Report of the Independent Auditors to the Trustees of Parity For Disability

Opinion

We have audited the financial statements of Parity for Disability (the 'Charity') for the year ended 31 March 2024 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the Charity's affairs as at 31 March 2024 and of its income and expenditure for the year then ended
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- 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 Charity 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 Directors' 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 Charity's ability to continue as a going concern for a period of at least 12 months from when the financial statements are authorised for issue.

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

Other Information

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

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are

required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report.

We have nothing to report in respect of the following matters in relation to which the Charities Act 2011 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
- the financial statements are not in agreement with the accounting records and returns
- we have not obtained all the information and explanations necessary for the purposes of our audit
- the Directors were not entitled to take advantage of the small companies' exemption from the requirement to prepare a strategic report

Responsibilities of the Trustees

As explained more fully in the Trustees' responsibilities statement (set out on page 13), the Trustees 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 they 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 Charity's ability to continue as a going concern disclosing, as applicable, matters related to a going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the Charity or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

The Trustees have elected for the financial statements to be audited in accordance with the Charities Act 2011 rather than the Companies Act 2006. Accordingly, we have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

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 extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

The objectives of our audit in respect of fraud, are to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the Company.

Our approach was as follows:

• We obtained an understanding of the legal and regulatory requirements applicable to the Charity and considered that the most significant are the Companies Act 2006, the Charities Act 2011, UK financial reporting standards as issued by the Financial Reporting Council and UK taxation legislation.

• We obtained an understanding of how the Charity complies with these requirements by making enquiries with management and those charged with governance. We corroborated our enquiries through our review of the Trustees' meeting minutes.

• We assessed the susceptibility of the financial statements to material misstatement, including how fraud might occur by considering the key risks impacting the financial statements and documenting the controls that the Charity has established to address risks identified, or that otherwise seek to prevent, deter or detect fraud. In our assessment we considered the risk of management override. Our audit procedures included testing manual journals, including segregation of duties.

• We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.

• Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilites]. This description forms part of our Auditor's Report.

Use of our Report

This Report is made solely to the Charity's Trustees, as a body, in accordance with section 144 of the Charities Act 2011 and the regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the Charity's Trustees 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 Charity's Trustees as a body, for our audit work, for this Report, or for the opinions we have formed.

Edwin Smith

Chartered Accountants

Statutory Auditor

32 Queens Road

Reading

RG1 4AU

Date: 8/10/2024

Edwin Smith is eligible to act as auditor in terms of section 1212 of the Companies Act 2006

Statement of Financial Activities

for the Year Ended 31 March 2024

	Notes	Unrestricted funds £	Restricted funds £	31/03/2024 Total funds £	31/03/2023 Total funds £
INCOME					
Donations and legacies		57,089	65,734	122,823	102,257
Other trading activities		182,519		182,519	177,835
Income from fundraising and trading activities	2	239,608	65,734	305,342	280,092
Income from charitable activities	3	1,530,923		1,530,923	1,448,461
Income from Investments	4	7,732		7,732	1,713
Other income		-		-	190
Total income		**1,778,263**	**65,734**	**1,843,997**	**1,730,456**
EXPENDITURE					
Raising funds	2,5	215,021		215,021	215,153
Charitable activities	3,5	1,517,120	61,127	1,578,247	1,432,596
Total Expenditure		**1,732,141**	**61,127**	**1,793,268**	**1,647,749**
Net movement in funds		**46,122**	**4,607**	**50,729**	**82,707**
Total funds brought forward		652,311	195,127	847,438	764,731
TOTAL FUNDS CARRIED FORWARD		**698,433**	**199,734**	**898,167**	**847,438**

The Statement of Financial Activities includes all gains and losses recognised in the year. All income and expenditure is derived from continuing activities.

Balance Sheet

for the Year Ended 31 March 2024

	Notes	Unrestricted funds £	Restricted funds £	31/03/2024 Total funds £	31/03/2023 Total funds £
FIXED ASSETS					
Tangible assets	9	218,740	37,364	248,781	257,855
CURRENT ASSETS					
Debtors	10	132,392		132,392	130,409
Cash at bank and in hand		515,890	162,370	685,583	706,914
		648,282	162,370	817,975	837,323
CREDITORS					
Amounts falling due within one year	11	(168,589)		(168,589)	(247,740)
NET CURRENT ASSETS		479,693	162,370	649,386	589,583
TOTAL ASSETS LESS CURRENT LIABILITIES		698,433	199,734	898,167	847,438
CREDITORS					
Amounts falling due after more than one year					
NET ASSETS		698,433	199,734	898,167	847,438
FUNDS					
Unrestricted funds	14			698,433	652,311
Restricted Funds	14			199,734	195,127
TOTAL FUNDS				898,167	847,438

Balance Sheet - continued

As at 31 March 2024

The Charitable Company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2024.

The members have not deposited notice, pursuant to Section 476 of the Companies Act 2006 requiring an audit of these financial statements.

The Trustees acknowledge their responsibilities for:

- ensuring that the Charitable Company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its income and expenditure for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the Charitable Company

These financial statements have been audited under the requirements of Section 154 of the Charities Act 2011.

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

The financial statements were approved by the Board of Trustees on [xxx.2024] and were signed on its behalf by:



J O Durrett – Chairman

Date: 30/9/24

Statement of cash flows

for the Year Ended 31 March 2024

	Unrestricted funds £	Restricted funds £	31/03/2024 Total funds £	31/03/2023 Total funds £
Net cash provided by/(used in) operating activities	(34,588)	22,129	(12,459)	29,028
Interest income	7,732		7,732	1,713
Purchase of minibuses and equipment	(16,604)		(16,604)	
Net cash provided by/(used in) investing activities	**(8,872)**		**(8,872)**	**1,713**
Cash flows from financing activities				
Repayments of borrowing				(18,363)
Change in cash and cash equivalents in the reporting period	**(43,460)**	**22,129**	**(21,331)**	**12,378**
Cash and cash equivalents at the beginning of the reporting period (see note below)	**559,350**	**147,564**	**706,914**	**694,536**
Cash and cash equivalents at the end of the reporting period	**515,890**	**169,693**	**685,583**	**706,914**
Change in cash and cash equivalents in the reporting period	**(43,460)**	**22,129**	**(21,331)**	**12,378**

Reconciliation of net income/(expenditure) to net cash flow from operating activities

Net income/(expenditure) for the reporting period	46,122	4,607	50,729	82,707
Adjustments for:				
Add back depreciation charges	8,156	17,522	25,678	29,141
Add back profit in the sale of property, plant and equipment				
Add back Interest income	(7,732)		(7,732)	(1,713)
Add back Interest expense				(196)
(Increase)/decrease in debtors	(1,983)		(1,983)	12,777
Decrease in creditors	(79,151)		(79,151)	(93,688)
Net cash (used)/provided by operating activities	**(34,588)**	**22,129**	**(12,459)**	**29,028**

Notes to the Financial Statements

for the Year Ended 31 March 2024

1. ACCOUNTING POLICIES

Basis of preparation

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 to the UK and Republic of Ireland (FRS 102) (effective January 2019) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and republic of Ireland (FRS 102) and the Companies Act 2006.

Parity for Disability meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

Preparation of the accounts on a going concern basis

The Trustees consider that there are no material uncertainties about the Charitable Company's ability to continue as a going concern.

The Trustees do not consider that there are any other sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

Fund accounting

Unrestricted funds are donations and other incoming resources available for use at the discretion of the Trustees in furtherance of the objectives of the Charity.

Restricted funds are those donated for use in a particular area or for specific purposes. Restrictions arise when specified by the donor or when funds are raised for restricted purposes. Restricted fund balances used to purchase fixed assets are reduced in line with the underlying depreciation charge.

Income

Income is recognised when the Charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from Government and other grants, whether capital or revenue grants is recognised when the Charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received, and the amount can be measured reliably and is not deferred.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

Donations and other income

Donations and other income are recognised when they become due and credited to the statement of financial activities. Any donations received for specific time restricted purposes are carried forward as deferred income and matched with related expenditure.

Gifts in Kind

In-Kind donations of goods and items will be reflected in the accounts as both income and the associated expenditure. The value is determined based on the reasonable estimated open market value of the item. Gifts of services in the form of time will not be treated as voluntary income. The gifts donated to charity for resale in shops are shown as shop income.

Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the bank.

Expenditure

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

Expenditure is classified under the following activity headings within the statement of financial activities to one of the following headings:

- **Costs of raising funds:** The direct costs of fundraising and publicity activities, including the costs of Parity's charity shops.
- **Expenditure on charitable activities:** The direct and associated support costs of providing charitable services which comprise day services, music therapy and the youth scheme.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

Grants payable are payments made to third parties in the furtherance of the charitable objects of the Charity. In the case of unconditional grants, they are accrued once the recipient has been notified of the grant award. The notification gives the recipient a reasonable expectation that they will receive the one year or multi-year grant. Grant awards that are subject to the recipient fulfilling performance conditions are accrued as the performance conditions are met.

Allocation of support and governance costs

Expenditure is allocated to the activity where the costs relate directly to that activity. These costs have been allocated between the cost of raising funds and expenditure on charitable activities.

Costs are then identified relating to the governance of the Charity being the costs associated with constitutional statutory requirements and costs associated with the strategic management of the Charity's activities.

Support costs and governance costs are apportioned between the key charitable activities undertaken in the year on basis of revenue earned.

Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial

instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Operating leases

Rentals charges are charged on a straight line basis over the term of the lease.

Tangible fixed assets

Rather than incur the ongoing costs of a professional revaluation, in accordance with FRS 102 transitional accounting regulations, the Trustees have opted for a policy of depreciating the freehold based on the last recorded valuation of £230,000 with effect from 1 April 2016.

Purchased items that have a useful life of more than one year are capitalised at cost – subject to a de-minimus limit of £500. Assets are reviewed for impairment if circumstances indicate that their carrying value may exceed their net realisable value and value in use.

Depreciation is calculated to write off the cost less estimated residual value of fixed assets over their estimated useful lives.

Depreciation is charged on the following basis:

Freehold property	50 years straight line
Minibuses	5 years straight line
Furniture and equipment	20% of net book value pa on a reducing balance basis

Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand

Cash at bank and in hand includes cash and short term deposits with a maturity or notice period of twelve months or less at the balance sheet date.

Creditors and provisions

Creditors and provisions are recognised where the Charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Pension Scheme

The Charity operates a defined contribution scheme for its employees. Contributions payable to the scheme are charged to the statement of financial activities in the period to which they relate. The assets of the scheme are held separately from the Charity in an independently administered fund.

2. Analysis of Income from Fundraising and Trading activities

The small fundraising team generates both voluntary income and income from fund raising events which is reported under other trading activities. Trading activities also includes the two charity shops run by Parity. The analysis below shows the breakdown of income and associated expenses

	Unrestricted funds £	Restricted funds £	31/03/2024 £	31/03/2023 £
Donations and Legacies				
Donations and grants towards ongoing charitable activities	57,089	65,734	122,823	102,257
Other Trading Activities				
Fundraising events				3,438
Shop income	182,519		182,519	174,397
Local authority Covid Grants				-
	182,519		182,519	177,835
Income from Fundraising and Trading activities	**239,608**	**65,734**	**305,342**	**280,092**
Expenditure on fundraising (including fundraising events)				
Staff costs	57,881		57,881	58,110
Direct costs of fundraising events	1,544		1,544	704
Other fundraising costs	4,514		4,514	4,402
	63,939		63,939	63,216
Central overheads	50,326		50,326	44,403
Recharge for PR and publicity	(28,566)		(28,566)	(26,905)
Total	85,699		85,699	80,714
Expenditure on running the Charity shops				
Staff costs	58,025		58,025	55,814
Rent & rates	27,894		27,894	27,237
Services				43
Other shop & fundraising costs	15,671		15,671	25,802
Central overheads	27,732		27,732	25,543
	129,322		129,322	134,439
Expenditure on raising funds	**215,021**		**215,021**	**215,153**

Summary by Fundraising Function				
Income by Fundraising Function				
Income from fundraising including events	57,089	65,734	122,823	105,695
Shop income	182,519		182,519	174,397
	239,608	65,734	305,342	280,092
Expenses by Fundraising Function				
Fundraising expenses including events	85,699		85,699	80,714
Shop expenses	129,322		129,322	134,439
	215,021		215,021	215,153
Contribution by Fundraising Function				
Contributon from fundraising including events	(28,610)	65,734	37,124	24,981
Contribution from shops	53,197		53,197	39,958
	24,587	65,734	90,321	64,939
Average cost to raise £1 in pence by fundraising function				
Income from fundraising and fundraising events			70p	76p
Shop income			71p	77p

3. Analysis of Income and Expenditure from charitable activities

Charitable income represents fees receivable by the day services for the various activities enjoyed by participants, and totals £1,530,807 for the year (2023 £1,448,461)

	Unrestricted funds £	Restricted funds £	31/03/2024 £	31/03/2023 £
Income				
St Martin's	440,619		440,619	416,632
Whetstone Road	502,669		502,669	462,126
Salisbury Grove	548,796		548,796	520,122
Music therapy	32,938		32,938	46,081
Youth activity scheme	5,900		5,900	3,500
Other charitable activities				
	1,530,922		1,530,922	1,448,461
Expenditure				
St Martin's	404,986	1,461	406,447	348,082
Whetstone Road	500,374	5,536	505,910	468,584
Salisbury Grove	532,474	11,412	543,886	496,342
Youth activity scheme	13,136		13,136	11,864
Music therapy	66,150	4,532	70,682	84,983
Other charitable activities		10,134	10,134	
All activities		28,052	28,052	22,741
	1,517,120	61,127	1,578,247	1,432,596
(Deficit)/contribution from charitable activities			(47,325)	15,865
Average direct cost to provide service in pence per £1 of charitable income			103p	99p

Charitable activity costs include the direct costs attributable to the services together with a share of management and fundraising salary costs. Support costs are detailed in note 6

	31/03/2024 £	31/03/2023 £
Staff costs	1,095,363	972,367
Music therapy sessional therapists	24,810	28,872
Rent & rates	79,981	77,928
Premises costs	76,750	56,207
Clinical care and waste	44,855	39,819
Other direct charitable costs	65,332	75,180
Depreciation	21,780	23,967
Interest payable & similar charges		61
	1,408,871	1,274,401
Central overhead	169,376	158,195
	1,578,247	1,432,596

4. Income from Investments

Represents bank interest received from deposits

5. Central costs

	31/03/2024 £	31/03/2023 £
Central costs by cost type		
Management wages	142,736	130,344
Auditors' remuneration	7,500	7,092
General insurance	7,959	9,110
Finance costs		(257)
Depreciation	3,865	5,105
Other management costs	56,808	49,842
PR and publicity	28,566	26,905
	247,434	228,141
Central costs by function		
General office costs	60,064	50,524
Management and admin support	106,564	102,899
Accounts including payroll	42,448	36,650
Facilities management	34	
Minibuses	9,758	11,163
Fundraising	28,566	26,905
Total central costs	247,434	228,141

The Charity's expenditure includes Central costs as shown above. These costs are allocated to the Charity's activities on the bases shown below.

These costs have been allocated on the following basis

Cost Allocation model

	General office costs	Mgmt and admin	Accounts	Facilities	Minibuses	Corporate	Total central costs 2024	Total central costs 2023	Fundraising Team
Costs to be allocated									
Auditors' remuneration			7,500				7,500	7,092	
General insurance	7,959						7,959	9,110	
Finance costs								(257)	
Depreciation	3,265				600		3,865	5,105	70
Other management costs	48,840	106,564	34,948	34	9,158		199,544	180,186	63,869
Direct costs	60,064	106,564	42,448	34	9,758		218,868	201,236	63,939
Central use of office costs	(38,613)	30,032	8,581						17,161
Management		(47,338)	31,081	16,257					25,320
	21,451	89,258	82,110	16,291	9,758		218,868	201,236	106,420
Accounts			(20,211)	10,439		9,772			7,845
Facilities				(5,313)	5,313				0
PR and publicity						28,566	28,566	26,905	(28,566)
	21,451	89,258	61,899	21,417	15,071	38,338	247,434	228,141	85,699
Corporate overhead									85,699

Allocated to	General office costs	Mgmt and admin	Accounts	Facilities	Minibuses	Corporate	Total central costs 2024	Total central costs 2023
Day services		41,241	40,676	14,278	15,071	28,084	139,350	116,208
Music therapy	4,290	9,008	5,919	612		2,675	22,504	32,945
Activity scheme		4,156	2,066	408		892	7,522	9,042
	4,290	54,405	48,661	15,298	15,071	31,651	169,376	158,195
Fundraising	17,161	25,320	7,845				50,326	44,403
Shop expenses		9,533	5,393	6,119		6,687	27,732	25,543
	21,451	89,258	61,899	21,417	15,071	38,338	247,434	228,141
Allocation basis	*Space*	*Est mgmt time*	*Estimated use of key activities*	*Estimated use of key activities*	*No of minibuses*	*%age of revenue*		

6. Net incoming/(outgoing) resources

	31/03/2024	31/03/2023
	£	£
Net resources are stated after charging/(crediting):		
Auditors' remuneration	7,500	7,092
Depreciation - owned assets	25,678	29,141

7. Trustees' remuneration and benefits

There were no trustees' remuneration or other benefits for the year ended 31 March 2024, nor for the year ended 31 March 2023. One Trustee is normally reimbursed for travel expenses but there were no expenses incurred in the year.

8. Staff Costs

	31/03/2024	31/03/2023
	£	£
Wages and salaries	1,233,929	1,120,054
National Insurance contributions	88,138	70,610
Pension contributions	24,829	23,914
Temporary staff paid via Agency	7,111	2,057
Staff Costs	1,354,007	1,216,635

There were no employees with emoluments of £60,000 or more (2023 £nil). Key management personnel comprise the Trustees and the Executive Director. The Executive Director's employment benefits were £41,189 (2023 £39,603)

A workplace pension scheme was established on the 1 August 2015. Contributions to the scheme are based on a percentage of salary in line with the minimum requirements. For the period 1 April 2018 to 31st March, this was 2% from Parity and 3% from the employee. The contribution rate increased from the 1st April 2019 to 3% for employer and a minimum of 5% from the employee. There is also an additional contribution made in line with one employee's remuneration arrangements.

The average monthly number of employees during the year was as follows:

Direct charitable work	49	47
Shops	5	7
Fundraising	2	2
Administrative	5	4
	61	60

In addition, there 113 volunteers working in the shops, fundraising and assisting with the charitable work.

9. Tangible fixed assets

	Freehold property £	Furniture & equipment £	Motor vehicles £	Total £
Cost or valuation				
As at 31 March 2023	230,000	237,270	124,165	591,435
Additions		16,604		16,604
Disposals				
as at 31 March 2024	230,000	253,874	124,165	608,039
Depreciation				
As at 31 March 2023	36,800	190,433	106,347	333,580
Charge for year	4,600	11,829	9,249	25,678
Eliminated on disposal				
As at 31 March 2024	41,400	202,262	115,596	359,258
Net Book Value				
As at 31 March 2023	193,200	46,837	17,818	257,855
As at 31 March 2024	188,600	51,612	8,569	248,781

The freehold property 94 Whetstone Road, Farnborough, the minibuses, shop and fundraising equipment are all used directly for charitable purposes, the remaining assets being used in the management and administration of the charity.

The freehold was last revalued in October 2013 by Clare & Co on an open market basis.

Cost or valuation at 31 March 2016 is represented by:

Cost	158,478
Revaluation in 2006	76,522
Revaluation in 2013	(5,000)
	230,000

Rather than incur the ongoing costs of a professional revaluation, in accordance with FRS 102 transitional accounting regulations, the Trustees have opted for a policy of depreciating the freehold based on the last recorded valuation of £230,000 with effect from 1 April 2016.

10. Debtors and amounts falling due within one year

	31/03/2024 £	31/03/2023 £
Trade debtors	114,020	113,922
Other debtors	18,372	16,487
	132,392	130,409

11. Creditors: Amounts falling due within one year

	31/03/2024 £	31/03/2023 £
Trade creditors	14,741	28,199
Taxation & social security	17,032	18,037
Other creditors	136,816	201,504
	168,589	247,740

Other creditors include a provision for £88,987 in respect of surplus funding from Local Authority and CCG funders covering the period 1 April 2020 to 30 September 2021. These funds are being offered back to funders either through direct payment or as a discount on fees.

12. Calculation of Net free reserve

	31/03/2024 £	31/03/2023 £
Total accumulated funds per Balance Sheet	898,167	847,438
Less restricted fund balances	(199,734)	(195,127)
Unrestricted funds	698,433	652,311
Less fixed assets		
Fixed assets	(248,781)	(257,855)
Add back restricted fixed assets	30,041	47,563
	(218,740)	(210,292)
	479,693	442,019

13. Operating Lease commitments

A 25 year operating lease over 23 Salisbury Grove, Mytchett was signed on 21 December 2014. The lease over 93 Whetstone Road was renewed in 2019 for ten years. The lease on 92 Whetstone Road was renewed in August 2023 for ten years. The current lease on the Church Crookham shop expires March 2025 and is expected to be renewed. The lease on the North Camp shop was renewed in April 2023 for seven years. While not subject to a formal lease, Parity rents the church hall at St Martin's. In addition, Parity leases several photocopiers. Total commitments under non-cancellable operating leases as at 31 March 2024 were as follows:

	31/03/2024 £	31/03/2023 £
Annual commitments		
0-1 Year	93,350	70,728
1-5 years	312,650	219,850
More than 5 years	476,811	482,325

14. Movement in funds

	Balance at 31/03/2023 £	Net movement in funds £	Balance at 31/03/2024 £
Unrestricted funds			
General fund	580,189	46,122	626,311
Freehold revaluation and fair value reserve	72,122		72,122
	652,311	46,122	698,433
Restricted funds - fixed assets			
Whetstone Road - fixed Assets	13,824	(3,075)	10,749
St Martin's - fixed assets	4,613	(997)	3,616
Salisbury Grove - fixed assets	18,681	(4,385)	14,296
Minibuses	17,353	(8650)	8,703
Minibus fund	-	8,000	8,000
	54,471	(9,107)	45,364
Restricted funds			
Whetstone Road	14,424	(1,200)	13,224
St Martin's	13,823	1,468	15,291
Salisbury Grove	7,763	8,384	16,147
Minibus running expenses	9,000	(9,000)	
Music therapy	13,559	(4,532)	9,027
Therapy	3,500		3,500
Day service funds	6,563		6,563
Musical instruments	373		373
Health & Wellbeing		4,996	4,996
Covid grants	(99)	98	(1)
Restricted donations into new building fund	71,750	13,500	85,250
	140,656	13,714	154,370
TOTAL FUNDS	847,438	50,729	898,167

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Net movement in funds £
Unrestricted funds			
General fund	1,778,263	1,732,141	46,122
Freehold revaluation and fair value reserve			
	1,778,263	1,732,141	46,122
Restricted funds - fixed assets			
Whetstone Road - fixed assets		3,075	(3,075)
St Martin's - fixed assets		997	(997)
Salisbury Grove - fixed assets		4,385	(4,385)
Minibuses		8,650	8,650
Minibus fund	8,000	-	
	8,000	17,107	(9,107)
Restricted funds			
Whetstone Road	1,261	2,461	(1,200)
St Martin's	1,932	464	1,468
Salisbury Grove	15,411	7,027	8,384
Minibus running expenses	10,500	19,500	(9,000)
Music therapy		4,532	(4,532)
Health & Wellbeing	15,130	10,134	4,996
Covid grants		(98)	98
Restricted donations into new building fund	13,500		13,500
	57,734	44,020	13,714
TOTAL FUNDS	1,843,997	1,793,268	50,729

15. POST BALANCE SHEET EVENTS

The majority of outstanding surplus funding balances have been repaid post 31 March 2024; the £37,742 remaining will used as a rebate to ongoing fee invoices.

16. GENERAL INFORMATION

Parity for Disability is a Limited by Guarantee Charitable Company Incorporated in England & Wales. The Registered Office is 94 Whetstone Road, Cove, Farnborough, Hampshire GU14 9SX.

PARITY

For People With Multiple Disabilities

PARITY FOR DISABILITY
94 Whetstone Road
Cove
Farnborough
Hampshire GU14 9SX

Tel: 01252 375581
http://www.parityfordisability.org.uk/

REGISTERED COMPANY NUMBER: 3584503 (England and Wales)
REGISTERED CHARITY NUMBER 1071571

PARITY FOR DISABILITY

England & Wales - Charity number 1071571

Accounts

PARITY FOR DISABILITY

Annual Report and Accounts
for the year ended 31 March 2023

PARITY

For People With Multiple Disabilities

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Chairman's report

Over the period there was a gradual return to pre-Covid working conditions, albeit we were required to align with NHS practices for PPE and distancing recommendations which delayed a full return to "normality" until near the end of the period. The commitment of staff during the whole period of the restrictions has been exemplary often under trying circumstances.

The inflationary pressures early in the period meant that we, once again, had to seek appropriate levels of fees just to maintain our financial viability. The reluctance of service purchasers to recognise and satisfy the need took a lot of management time and effort which, in the end, proved largely successful and the year ended with the charity in a good financial position.

The deeper effects of the Covid pandemic are apparent as society changes and work / life balances are highlighted – this has been reflected in the difficulty in recruiting staff to meet the needs of our students.

During the year, we continued with our structural reviews and appointed a business manager to provide more focus on those aspects, recognising the increasing work on the service aspects. Thanks to Lottery funding we have appointed a Heath & Wellbeing Officer to address the therapy needs of our students and seek solutions from the NHS disciplines.

The infrastructure is being modernised with the introduction of a new comprehensive integrated telephony and IT system for the administration functions and investigations have commenced on digitalisation of the services report system (currently paper based)

The final part of this review has commenced examining the governance and assurance aspects under the Boards responsibility.

The pressure to expand our services is increasing both in terms of student demand and the need to resolve the accommodation constraints in the Camberley services. There is hope that the first steps will take place during the next period.

Parity has come through three difficult years with the strong support of the community and funders and we now look forward to meeting the challenges that the next year will bring – high inflation, greater financial constraints on funders and an increasing demand for services set against a background of difficult staff recruitment.

I conclude in thanking the "Parity Team" - all staff & volunteers, the senior management team, my fellow trustees and our supporters for their hard work during the period and for putting the wellbeing of our students at the forefront of everything they do.

Owen Durrett
Chairman
October 2023

Trustees Report for the year ended 31st March 2023

Directors and Trustees

TRUSTEES (i)	Mr J.O Durrett	Chairman
	Mr P Roper	Deputy Chairman
	Mr D Turnidge	Treasurer
	Mrs L Anderson	Co-opted 30/1/23
	Cllr B Blewett (ii)	Hart DC Representative
	Miss C Brunton	
	Mr M Hassett	
	Mr C Porter	
	Mr D Randall	
	Mr K Smith	
REPRESENTATIVES	Mr S Masterson	Rushmoor BC Representative
	Mrs H Whitcroft	Surrey Heath BC Representative
EXECUTIVE DIRECTOR	Ms A Cooper	
SECRETARY	Ms A Cooper	

(i) All Trustees are directors of the Company and the Trustees report also meets the requirements for a directors report for Companies Act purposes.

(ii) Mr Blewett is a Trustee in his own right as well as acting as the Hart District Council representative

Legal and Administrative Details

REGISTERED OFFICE	94, Whetstone Road Cove, Farnborough, Hampshire GU14 9SX
REGISTERED NUMBER	3584503 (England and Wales)
CHARITY NUMBER	1071571
AUDITORS	Edwin Smith Chartered Accountants Statutory Auditor 32 Queens Road Reading RG1 4AU
SOLICITORS	360 Law Services 377□399 London Road, Camberley, Surrey, GU15 3HL
BANKERS	COIF Charities Deposit Fund, St Alphage House, 2 Fore Street, London CAF Bank Limited 25 Kings Hill Avenue, Kings Hill, West Malling, Kent HSBC 30 Princes Mead Shopping Centre, Farnborough, Hampshire Triodos Bank Deanery Road, Bristol

Structure, Governance and Management

Governing Document

Parity For Disability is a company limited by guarantee governed by its Memorandum and Articles of Association dated 1 October 1998 and amended to its current name on 16 July 2001. It is registered as a charity with the Charity Commission.

With the exception of its employees, membership is open to all those interested in supporting the Charity's objective.

Organisation

The charity is administered by the Board of Trustees; during the 2022/2023 financial year there were ten Trustees with one new trustee co-opted. The Articles of Association make provision for a minimum of three trustees and allow the maximum number to be determined by the Board of Trustees.

The Board normally meets once every two months. A management group has been put into place—it meets monthly covering finance and management, operations and services. There are sub committees covering , services and the organisation's charity shop operation.

The Executive Director is appointed by the Trustees to manage all aspects of the Charity. To facilitate effective operations, the Executive Director has delegated authority, within terms of delegation approved by the Trustees, for operational matters.

Appointment of Trustees

As set out in the Articles of Association Trustees of the Board of Trustees are selected by the membership at the Annual General Meeting. Trustees serve for a period of three years but one third of the Executive must retire by rotation, however retiring Trustees may offer themselves for re-election.

Rushmoor Borough Council, Hart District Council and Surrey Heath Borough Council may each nominate one representative. At this time the Hart District Council representative is also Trustees in his own right.

The Trustees have the power to co-opt members to the board; however co-opted Trustees must offer themselves for election at next Annual General Meetings. All members are invited to nominate Trustees prior to the AGM.

The Board of Trustees has assessed the range of specialist skills that are required for it to effectively perform its duties. It actively seeks suitable prospective trustees to ensure this requirement is satisfied.

Trustee induction and training

Induction training is provided for all new Trustees to ensure that the strong philosophy and ethos of the organisation is understood and accepted. They are briefed on their legal obligations under charity and company law, the content of the Memorandum and Articles of Association, the legislation affecting disabled people, the committee and decision-making processes, the business plan and recent financial performance of the charity.

As part of the induction process, all new Trustees are given disability awareness training and are required to spend time in each of the service provisions, meet the other Trustees, key employees and volunteers.

The need for external training is assessed and provided as appropriate.

The Impact of Coronavirus on the Charity

Services have now returned to normal although it has proved difficult to fill staffing vacancies.

Risk management

The Trustees have a risk management strategy, which comprises:

- an annual review of the risks the Charity may face
- the establishment of systems and procedures to mitigate those risks identified in the plan
- the identification of procedures required to minimise any potential impact on the charity should those risks materialise

The key risks Parity faces are :

Financial

Fee levels - Parity's day services require a high staffing ratio which means our overall cost base is driven by salary costs. Minimum living wage increases continue to drive up costs requiring funding increases. As a charity we have striven to manage costs without impacting students. Fee increases were largely achieved during the year, helped in part by repayment of the over funding provision.

Loss of students - Meeting the needs of our students requires a high staff to student ratio. Student losses can result in short term increases in costs until either a new student is in place or staffing levels are adjusted. We aim to mitigate this risk by maintaining and managing a pipeline of new students.

Closure of the day services - The Coronavirus epidemic resulted in the temporary closure of our three day services. In this instance we received tremendous short term support from our funders as well as the government through the furlough scheme. While it did not cover the Coronavirus closure, we do have insurance that covers most other closure scenarios. The trustees will continue to develop contingency planning to be better prepared should we be forced to close in the future.

Voluntary Income - Our funders will not pay for key added value services, such as speech and physiotherapies. We have recently decided in a change to our strategy to deliver these services which includes utilisation of NHS specialist resources. We also plan to fund additional day service staff from voluntary income.

Our fundraising strategy is to maintain a mix of income streams including shops, company, community and individual donations, events and grantmaking bodies. We aim to maintain sufficient reserves to offset any short term funding shortfalls.

Maintaining Reserves - The charity requires adequate reserves to mitigate against the uncertainty of fund raising, potential losses of students and other unexpected events - such as the coronavirus epidemic. They are also necessary to fund improvements to the service such as the increasingly urgent need to migrate the St Martins service to a more appropriate location.

Financial mismanagement and control failures - While there are strong controls over the bank accounts, full segregation of duties is difficult because of the small team. Risks are mitigated through a combination of regular financial review by management and procedures and controls.

Performance and Management

Service levels - Failure to maintain the quality of our service puts both our reputation and our day services at risk. We mitigate this risk through management oversight, careful staff recruitment, ongoing training and comprehensive policies and procedures. While Parity's day services are currently outside the scope of the Care Quality Commission (CQC) a lot of work has gone into ensuring our service meets CQC standards.

Professional negligence/staff misconduct - both within the day service and corporate level. The controls around service levels are designed to minimise this risk which is also mitigated through insurance.

Staff – we are totally dependent on our staff to maintain the quality of our service. We recruit carefully to ensure that our staff are committed to Parity's standards. In common with most of the care sector our salaries are competitive rather than generous which makes staff retention an ongoing challenge.

Operational

Appropriate premises and facilities – the expectations of our students have increased in recent years with the use of technology. This is particularly relevant for the St Martins day service which is delivered out of a church hall where staff have to lay out and pack away all equipment every day. We are looking to move this service to more suitable premises as soon as finances allow.

Loss of premises/equipment failure – there is insufficient capacity to accommodate one of the day services in the other two services for anything longer than a day or two. We mitigate against this risk by regular health and safety checks and ongoing maintenance of our buildings and equipment. We are insured against fire, theft and business losses.

Information Technology is important but not critical to Parity's operations. We mostly use standard office applications and our systems are maintained, secure and regularly backed up. We have been investing in our infrastructure to improve functionality and resilience.

Objectives and activities

The Charity's Objective as stated in the Memorandum of Association is "To promote the care welfare, interest, treatment, education and advancement of adults and children with cerebral palsy or a related disability or other severe or multiple disabilities."

The Charity's vision is a society where

- The equality, rights and dignity of children and adults with profound and multiple disabilities are understood and fully accepted
- People with multiple disabilities are afforded the opportunity to explore their potential
- People with multiple disabilities become an integral part of their community

The Charity's mission is "Excellence in services and support for children and adults with multiple disabilities, their families and carers." The charity aims to provide pioneering services that are completely responsive to the needs of an individual, their families and carers in order to help them achieve their potential and enjoy a quality of life that others take for granted. The philosophy of the service has the tenets of Equality, Rights and Dignity.

Parity for Disability service provision consists of:

- Day services in Farnborough, Camberley and Mytchett
- Music therapy service
- Easter and Summer Teenage activity scheme
- Where appropriate outreach support for the student
- Where possible to provide information and support

Achievements and performance

During the year, in line with the business plan, the Charity achieved the following under each of the main strands:

1. To maintain and enhance the quality of our pioneering services

We have taken advice and refreshed our recruitment campaign to rebuild staffing to pre-covid levels and have been able to start to address our ever-growing waiting list.

We have expanded our training programme to include Interactive ICT and Specialist Yoga to further enhance our service provision. We have also trained and appointed Mental Health First Aiders and Responders at each day service.

We have developed an application to fund a Health and Wellbeing Officer post, to increase access to specialist therapeutic input.

Activities have continued to develop post-covid as access and confidence has grown.

2. To ensure a sustainable financial position

Unrestricted funds showed a surplus of £[82,559] for the year. There was also a net surplus of £[1,285] in restricted funds. In part this surplus was generated through staff cost savings due to the difficulty of recruiting staff.

We negotiated reasonable fee increase with purchasers to reflect increasing staff and general costs.

We have maintained a broad and varied supporter base to cope with fluctuating economic environments, with charity shops in particular providing useful income during difficult times, as well as providing a valuable service to their local communities. We have also introduced card readers for external events as we move towards a cashless society.

3. To build purpose-designed premises in which we can provide and expand high quality services, which are responsive to the specific needs of the person

Suitable premises for expansion remain elusive. However, we have continued to meet with those involved in local provision and development planning to share our requirements.

Improvements have been undertaken in the garden areas at each service to improve access and enhance the environment.

4. To publicise and promote awareness

We continued to attend local groups and forums to raise awareness of the issues faced by those with multiple disabilities and their families, including the newly formed Rushmoor Access Action Group. We also had a stand at the regional exhibition Kidz to Adults.

We were able to provide advice regarding accessibility for a local country park development which now includes a Changing Places Toilet and accessible play equipment.

A "nominate us" initiative was launched to encourage people to promote the organisation and we were the chosen charity of local Mayors, companies and community organisations.

Improvements were made to the website, including a supporters' area. Advice was taken to develop our social media plan, calendar and presence, and also video content.

Financial position and Reserves

There were overall surpluses of £81,422 and £1,285 in unrestricted and restricted funds for the year respectively.

The Charity's reserves policy focuses on the level of "free" reserves. Free reserves exclude restricted funds and also that part of general funds used to acquire fixed assets.

The Charity retains "free" reserves for two main reasons:

i) To manage the risk to which the charity is exposed in the course of its business (including safeguarding activities) funded by volatile voluntary income streams or by other sources that may be reduced or withdrawn.

ii) To finance future plans in line with the charity's aims and strategic vision. This is primarily concerned with the acquisition of dedicated premises and development of services.

The Directors and Trustees consider that in order to meet these needs, and to operate effectively, the Charity needs sufficient reserves to cover between 2 and 4 months of expenditure. Based on projected normal unrestricted expenditure of c£1.9 million this equates to reserves between £315,000 and £630,000.

Free reserves increased by £70,720 to £442,019 at 31st March 2023 (compared with £371,299 at 31st March 2021) which is towards the middle of the range of the free reserves the Trustees consider necessary. The Directors and Trustees will seek to continue to rebuilding reserves.

Cash reserves are placed in interest bearing deposits with HSBC, CAF Bank and longer-term deposits with Charities Official Investment Fund (COIF).

Remuneration Policy

The charity aims to pay competitive salaries to its staff based on the role undertaken. Staff are paid a basic salary plus overtime as appropriate. . The charity operates a workplace pension scheme where relevant staff are automatically enrolled. In line with the minimum legal requirement, employer and employees contribute 3% and 5% of earnings respectively to the pension fund.

The executive director makes salary recommendations to the Trustees for approval. This is broadly based against market rates and affordability. The executive director's remuneration is determined by the trustees based on the joint recommendation of the Chairman, Vice Chairman and Treasurer.

None of the Trustees are remunerated and, with the exception of one trustee, are not reimbursed for expenses. In normal years one trustee is reimbursed for travelling expenses incurred in undertaking voluntary activities including stock rotation amongst the shops and in fund raising activities. However, no such expenses were incurred for either of the years ended 31st March 2023 and 31st March 2022 .

Plans for future periods

Raising awareness of and support for the charity, its mission and aims will remain a priority, as will monitoring and documenting existing and emerging needs. These will be flagged to key audiences including local councils, NHS bodies, umbrella groups and government policy makers.

Having completed the evaluation of the structure of the charity in terms of management and service provision, work will be underway to review governance and assurance arrangements to ensure the charity aligns with the most up to date best practice guidance.

The charity will also be undertaking a digitisation project within its services to move to an IT-based system of recording and monitoring. .

Charity Objectives

Parity for Disability is dedicated to transforming lives. Without the right support, the life of a person with multiple disabilities becomes limited and lonely. Meaningful social contact, learning, achieving and experiencing the world all become impossible.

- Parity's services are there for people with multiple disabilities, their families and carers. Parity's mission is: Excellence in services and support for children and adults with multiple disabilities, their families and carers
- To provide pioneering services that are completely responsive to the needs of an individual in order to help them achieve their potential

Charitable Purpose

Within the Charity Commissions guidance on charitable purposes the charity work is defined under two main headings.

(i) The relief of those in need by reason of disability

(ii) The promotion of equality and diversity

Public Benefit

The Trustees have complied with the Charities Act 2011, with regard to the Charity Commission guide on public benefit. The key benefits are outlined below.

Identifiable Benefits and relationship with charitable aims

(i) Provision of day services

The day services are designed to address the needs of adults aged 18+. All the people using the service have significant physical and learning disabilities, often with sensory impairments and need support with communication. All students need substantial support in all aspects of daily life.

Each student has an individual program plan designed to:-

- help each person to reach their individual potential by addressing their intellectual, physical and emotional needs
- give each person access to a quality of life often taken for granted by their non-disabled peers
- give access to the wider community
- provide the service in an environment of equality, rights and dignity

(ii) Music Therapy Service.

This service addresses the needs of children and adults of all ages with a wide range of complex conditions. Highly skilled music therapists assess each person's needs and develop an approach specifically designed for that person.

(iii) Teenage Activity Scheme

This service meets the need of teenagers with profound and multiple disabilities during the Easter and summer school vacations. They are paired with a non-disabled peer and encouraged to make choices about activities in which they wish to participate, these frequently include accessing the wider community.

(iv) Raising Awareness

There is a continuing and very worrying lack of awareness about children and adults with profound and multiple disabilities and their needs. The charity works by various means to raise public awareness of the needs of this group of disabled people.

These benefits are in line with the Charity's Memorandum of Association which states that in furtherance of the charitable objects the charity may:-

- provide maintain and conduct clinics treatments and training centres and workshops educational facilities playschools nurseries employment centres holiday camps and homes clubs hostels and other foundations
- provide and encourage the provision of the facilities for diagnosis, medical physical and surgical treatment with all necessary appliances physiotherapy, speech therapy and education
- collect and disseminate information relating to the care education treatment and rehabilitation of people with cerebral palsy and related disabilities or other unrelated severe and multiple disabilities

Benefits must be balanced against any detriment or harm

The Charity is not aware of any detriment or harm that results from its charitable work.

Benefits must be appropriate to the aims

Services are available to all children and adults with profound and multiple disabilities provided they can benefit from them. Experience has shown that provision for people with very challenging behaviour would best be made in a dedicated Centre, however we do not currently have the financial resources to start such a Centre.

Benefit to a section of the public. The opportunity must not be unreasonably restricted by geographical or other restrictions or by ability to pay any fee charged.

There are no geographical restrictions only the distance that is reasonable to expect a person to travel in order to access the service.

Part of the cost of the day and teenage activity services is met directly by statutory services or by the individuals themselves, if they are in receipt of direct payments from social services. The remainder of the costs including all the cost of therapies is met by fundraising.

A fee for music therapy is charged, however the charity fundraises specifically to supply places for families who are unable to pay.

People in poverty must not be excluded from the opportunity to benefit

The funding mechanisms described above ensure families in poverty are not excluded and we try to maintain a hardship fund to assist families who need help.

Any private benefits must be incidental

There are no private benefits.

Trustees' responsibilities in relation to the financial statements

STATEMENT OF DIRECTORS' AND TRUSTEES' RESPONSIBILITIES

The Directors and Trustees are responsible for preparing the Directors and Trustees' Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Directors and Trustees to prepare financial statements for each financial year. Under that law the Directors and Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law), including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

Under company law the Directors and 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 charity and of the surplus or deficit profit or loss of the charity for that period. In preparing the financial statements the Directors and Trustees are required to:

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the Charities SORP
- make judgements and estimates that are reasonable and prudent
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements, and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business

The Directors and Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

STATEMENT OF DISCLOSURE OF INFORMATION TO AUDITORS

The Directors and Trustees of the company who held office at the date of approval of this annual report confirm that:

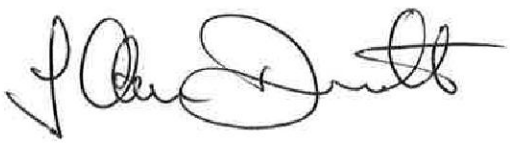
- so far as they are aware, there is no relevant audit information of which the company's auditors are unaware; and
- they have taken all the steps that they ought to have taken as Directors and Trustees in order to make themselves aware of any relevant audit information and to establish that the company's auditors are aware of that information.

SMALL COMPANY RULES

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

AUDITORS

A resolution will be proposed at the Annual General Meeting that Edwin Smith be re-appointed as auditors to the charity for the ensuing year.



By order of the Trustees J. O. Durrett (Chairman)

2nd October 2023

Report of the Independent Auditors to the Trustees of Parity For Disability

Opinion

We have audited the financial statements of Parity for Disability (the "Charity") for the year ended 31 March 2023 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the Charity's affairs as at 31 March 2023 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- 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 Charity 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 director's 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 charity's ability to continue as a going concern for a period of at least 12 months from when the financial statements are authorised for issue.

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

Other Information

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

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are

required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report.

We have nothing to report in respect of the following matters in relation to which the Charities Act 2011 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;
- the financial statements are not in agreement with the accounting records and returns;
- we have not obtained all the information and explanations necessary for the purposes of our audit;
- the directors were not entitled to take advantage of the small companies exemption from the requirement to prepare a strategic report.

Responsibilities of the trustees

As explained more fully in the trustees' responsibilities statement (set out on page 14), the trustees 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 they 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 Charity'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 Charity or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

The trustees have elected for the financial statements to be audited in accordance with the Charities Act 2011 rather than the Companies Act 2006. Accordingly, we have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

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 extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud.

The objectives of our audit in respect of fraud, are to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the company.

Our approach was as follows:

• We obtained an understanding of the legal and regulatory requirements applicable to the Charity and considered that the most significant are the Companies Act 2006, the Charities Act 2011, UK financial reporting standards as issued by the Financial Reporting Council and UK taxation legislation.

• We obtained an understanding of how the Charity complies with these requirements by making enquiries with management and those charged with governance. We corroborated our enquiries through our review of the Trustees' meeting minutes.

• We assessed the susceptibility of the financial statements to material misstatement, including how fraud might occur by considering the key risks impacting the financial statements and documenting the controls that the Charity has established to address risks identified, or that otherwise seek to prevent, deter or detect fraud. In our assessment we considered the risk of management override. Our audit procedures included testing manual journals, including segregation of duties.

• We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.

• Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

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

Use of our report

This report is made solely to the Charity's trustees, as a body, in accordance with section 144 of the Charities Act 2011 and the regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the Charity's trustees 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 Charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Edwin Smith

Edwin Smith

Chartered Accountants

Statutory Auditor

32 Queens Road

Reading

RG1 4AU

Date 3/10/2023

Edwin Smith is eligible to act as auditor in terms of section 1212 of the Companies Act 2006

Statement of Financial Activities

for the Year Ended 31 March 2023

	Notes	Unrestricted funds £	Restricted funds £	31/03/2023 Total funds £	31/03/2022 Total funds £
INCOME					
Donations and legacies		56,153	46,104	102,257	105,944
Other Trading activities		177,835		177,835	134,096
Income from Fundraising and Trading activities	2	233,988	46,104	280,092	240,040
Income from charitable activities	3	1,448,461		1,448,461	1,165,651
Income from Investments	4	1,713		1,713	5
Other income	5	190		190	53,289
Total income		**1,684,352**	**46,104**	**1,730,456**	**1,458,985**
EXPENDITURE					
Raising funds	2,6	215,153		215,153	185,130
Charitable activities	3,6	1,387,777	44,819	1,432,596	1,264,712
Total Expenditure		**1,602,930**	**44,819**	**1,647,749**	**1,449,842**
Net income/(expenditure)	7	**81,422**	**1,285**	**82,707**	**9,143**
Transfers between funds					
Net movement in funds		**81,422**	**1,285**	**82,707**	**9,143**
RECONCILIATION OF FUNDS					
Total funds brought forward		570,889	193,842	764,731	755,588
TOTAL FUNDS CARRIED FORWARD		**652,311**	**195,127**	**847,438**	**764,731**

The Statement of Financial Activities includes all gains and losses recognised in the year. All income and expenditure is derived from continuing activities.

Balance Sheet

for the Year Ended 31 March 2023

	Notes	Unrestricted funds £	Restricted funds £	31/03/2023 Total funds £	31/03/2022 Total funds £
FIXED ASSETS					
Tangible assets	10	210,292	47,563	257,855	286,996
CURRENT ASSETS					
Debtors	11	130,409		130,409	143,186
Cash at bank and in hand	15	559,353	147,561	706,914	694,536
		689,762	147,561	837,323	837,722
CREDITORS					
Amounts falling due within one year	12	(247,743)	3	(247,740)	(345,236)
NET CURRENT ASSETS		442,019	147,564	589,583	492,486
TOTAL ASSETS LESS CURRENT LIABILITIES		652,311	195,127	847,438	779,482
CREDITORS					
Amounts falling due after more than one year	13				(14,751)
NET ASSETS		652,311	195,127	847,438	764,731
FUNDS					
Unrestricted funds	18			652,311	570,889
Restricted Funds	18			195,127	193,842
TOTAL FUNDS				847,438	764,731

Balance Sheet - continued

As at 31 March 2023

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2023.

The members have not deposited notice, pursuant to Section 476 of the Companies Act 2006 requiring an audit of these financial statements.

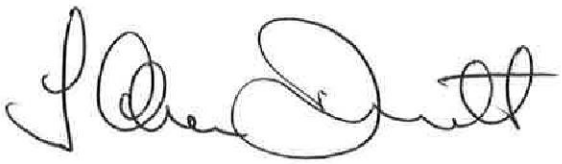
The trustees acknowledge their responsibilities for

- Ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its income and expenditure for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company

These financial statements have been audited under the requirements of Section 154 of the Charities Act 2011.

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

The financial statements were approved by the Board of Trustees on 2nd October 2023 and were signed on its behalf by:



J.O. Durrett – Chairman

2nd October 2023

Statement of cash flows

for the Year Ended 31 March 2023

	Notes	Unrestricted funds £	Restricted funds £	31/03/2023 Total funds £	31/03/2022 Total funds £
Net cash provided by (used in) operating activities		7,841	21,187	29,028	86,479
Cash flows from investing activities					
Interest income		1,713		1,713	5
Proceeds from the sale of property, plant and equipment					
Purchase of minibuses and equipment					(3,681)
Net cash provided by (used in) investing activities		**1,713**		**1,713**	**(3,676)**
Cash flows from financing activities					
Repayments of borrowing		(18,363)		(18,363)	(3,696)
Net cash provided by (used in) investing activities		**(18,363)**		**(18,363)**	**(3,696)**
Change in cash and cash equivalents in the reporting period		**(8,809)**	**21,187**	**12,378**	**79,107**
Cash and cash equivalents at the beginning of the reporting period (see note below)		**568,162**	**126,374**	**694,536**	**615,429**
Cash and cash equivalents at the end of the reporting period	15	**559,353**	**147,561**	**706,914**	**694,536**
Change in cash and cash equivalents in the reporting period		**(8,809)**	**21,187**	**12,378**	**79,107**

Reconciliation of net income/(expenditure) to net cash flow from operating activities

Net income/(expenditure) for the reporting period (as	81,422	1,285	82,707	9,143
Adjustments for:				
Add back Depreciation charges	9,236	19,905	29,141	32,070
Add back profit in the sale of property, plant and equipment				
Add back Interest income	(1,713)		(1,713)	(5)
Add back Interest expense	(196)		(196)	314
(Increase)/decrease in debtors	12,777		12,777	1,911
Increase/(decrease) in creditors	(93,685)	(3)	(93,688)	43,046
Net cash provided by (used in) operating activities	**7,841**	**21,187**	**29,028**	**86,479**

Notes to the Financial Statements

for the Year Ended 31 March 2023

1. ACCOUNTING POLICIES

Basis of preparation

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 to the UK and Republic of Ireland (FRS 102) (effective January 2019) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and republic of Ireland (FRS 102) and the Companies Act 2006.

Parity for Disability meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

Preparation of the accounts on a going concern basis

The Trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern. However, attention is drawn to the note on page 7 of these accounts which outlines the impact of Coronavirus on the charity.

The Trustees do not consider that there are any other sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

Fund Accounting

Unrestricted funds are donations and other incoming resources available for use at the discretion of the Trustees in furtherance of the objectives of the Charity

Restricted funds are those donated for use in a particular area or for specific purposes. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes. Restricted Fund balances used to purchase fixed assets are reduced in line with the underlying depreciation charge

Income

Income is recognised when the Charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether capital or revenue grants is recognised when the Charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

Donations and other income

Donations and other income are recognised when they become due and credited to the statement of financial activities. Any donations received for specific time restricted purposes are carried forward as deferred income and matched with related expenditure.

Gifts in Kind

In Kind donations of goods and items will be reflected in the accounts as both income and the associated expenditure. The value is determined based on the reasonable estimated open market value of the item. Gifts of services in the form of time will not be treated as voluntary income. The gifts donated to charity for resale in shops are shown as shop income.

Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the bank.

Expenditure

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

Expenditure is classified under the following activity headings within the statement of financial activities to one of the following headings:

- **Costs of raising funds**—The direct costs of fundraising and publicity activities, including the costs of Parity's charity shops.
- **Expenditure on charitable activities**—The direct and associated support costs of providing charitable services which comprise day services, music therapy and the teenage scheme.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

Grants payable are payments made to third parties in the furtherance of the charitable objects of the Charity. In the case of unconditional grants they are accrued once the recipient has been notified of the grant award. The notification gives the recipient a reasonable expectation that they will receive the one year or multi-year grant. Grant awards that are subject to the recipient fulfilling performance conditions are accrued as the performance conditions are met.

Allocation of support and governance costs

Expenditure is allocated to the particular activity where the costs relates directly to that activity. These costs have been allocated between the cost of raising funds and expenditure on charitable activities.

Costs are then identified relating to the governance of the Charity being the costs associated with constitutional statutory requirements and costs associated with the strategic management of the Charity's activities.

Support costs and governance costs are apportioned between the key charitable activities undertaken in the year on basis of revenue earned.

Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Operating leases

Rentals charges are charged on a straight line basis over the term of the lease.

Tangible fixed assets

Rather than incur the ongoing costs of a professional revaluation, in accordance with FRS 102 transitional accounting regulations, the Trustees have opted for a policy of depreciating the freehold based on the last recorded valuation of £230,000 with effect from 1st April 2016.

Purchased items that have a useful life of more than one year are capitalised at cost – subject to a de-minimus limit of £500. Assets are reviewed for impairment if circumstances indicate that their carrying value may exceed their net realisable value and value in use.

Depreciation is calculated to write off the cost less estimated residual value of fixed assets over their estimated useful lives.

Depreciation is charged on the following basis:

Freehold Property	50 years straight line
Minibuses	5 years straight line
Furniture and equipment	20% of net book value pa on a reducing balance basis

Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand

Cash at bank and in hand includes cash and short term deposits with a maturity or notice period of twelve months or less at the balance sheet date.

Creditors and provisions

Creditors and provisions are recognised where the Charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Pension Scheme

The Charity operates a defined contribution scheme for its employees. Contributions payable to the scheme are charged to the statement of financial activities in the period to which they relate. The assets of the scheme are held separately from the Charity in an independently administered fund.

2. Analysis of Income from Fundraising and Trading activities

The small fundraising team generates both voluntary income and income from fund raising events which is reported under other trading activities. Trading activities also includes the three charity shops run by Parity. The analsysis below shows the breakdown of income and associated expenses

	Unrestricted funds £	Restricted funds £	31/03/2023 £	31/03/2022 £
Donations and Legacies				
Donations and grants	56,153	46,104	102,257	105,944
Legacies				
Donations towards ongoing charitable activities	56,153	46,104	102,257	105,944
Other Trading Activities				
Fundraising events	3,438		3,438	783
Shop income	174,397		174,397	99,311
Local authority CoVid Grants				34,002
	177,835		177,835	134,096
Income from Fundraising and Trading activities	**233,988**	**46,104**	**280,092**	**240,040**
Expenditure on fundraising (including fundraising events)				
Staff costs	58,110		58,110	60,826
Direct costs of fundraising events	704		704	526
Other fundraising costs	4,402		4,402	1,410
	63,216		63,216	62,762
Central overheads	44,403		44,403	32,544
Recharge for PR and publicity	(26,905)		(26,905)	(23,827)
Total	80,714		80,714	71,479
Expenditure on running the Charity shops				
Staff costs	55,814		55,814	55,306
Rent & rates	27,237		27,237	27,184
Services	43		43	62
Other shop & fundraising costs	25,802		25,802	10,648
Central overheads	25,543		25,543	20,451
	134,439		134,439	113,651
Expenditure on raising funds	**215,153**		**215,153**	**185,130**
Summary by Fundraising Function				
Income by Fundraising Function				
Income from Fundraising including events	59,591	46,104	105,695	106,727
Shop income	174,397		174,397	133,313
	233,988	46,104	280,092	240,040
Expenses by Fundraising Function				
Fundraising expenses including events	80,714		80,714	71,479
Shop expenses	134,439		134,439	113,651
	215,153		215,153	185,130
Contribution by Fundraising Function				
Contributon from Fundraising including events	(21,123)	46,104	24,981	35,248
Contribution from Shops	39,958		39,958	19,662
	18,835	46,104	64,939	54,910
Average cost to raise £1 in pence by fundraising function				
Income from Fundraising and fundraising events			76p	67p
Shop income			77p	85p

3. Analysis of Income and Expenditure from charitable activities

Charitable income represents fees receivable by the day centres for the various activities enjoyed by participants, and totals £1,448,461 for the year (2022 £1,165,651)

	Unrestricted funds £	Restricted funds £	31/03/2023 £	31/03/2022 £
Income				
St Martins	416,632		416,632	340,072
Whetstone Road	462,126		462,126	368,694
Salisbury Grove	520,122		520,122	430,745
Music Therapy	46,081		46,081	26,140
Teenage activities scheme	3,500		3,500	
Other charitable activities				
	1,448,461		1,448,461	1,165,651
Expenditure				
St Martins	346,415	1,667	348,082	308,220
Whetstone Road	462,250	6,334	468,584	409,570
Salisbury Grove	493,750	2,592	496,342	417,469
Teenage activities scheme	11,764	100	11,864	6,830
Music therapy	73,598	11,385	84,983	63,798
All activities		22,741	22,741	58,825
	1,387,777	44,819	1,432,596	1,264,712
Contribution/(deficit) from charitable activities			15,865	(99,061)
Average direct cost to provide service in pence per £1 of charitable income			99p	108p

Charitable activity costs include the direct costs attributable to the services together with a share of management and fundraising salary costs. Support costs are detailed in note 6

	31/03/2023 £	31/03/2022 £
Staff costs	972,367	885,670
Music Therapy sessional therapists	28,872	16,273
Rent & rates	77,928	74,330
Premises costs	56,207	42,649
Clinical care and waste	39,819	38,485
Speech and physio Therapy		90
Other direct charitable costs	75,180	45,176
Depreciation	23,967	27,411
Interest payable & similar charges	61	144
	1,274,401	1,130,228
Central overhead	158,195	134,484
	1,432,596	1,264,712

4. Income from Investments

Represents bank interest received from deposits

5. Other Income

For 2022 this includes £65,832 of payments from HMRC in respect of the furlough scheme The balance for 2023 and all of 2022 comprises payments for ad hoc photocopying undertaken for a local community organisation.

6. Central costs

	31/03/2023	31/03/2022
	£	£
Central costs by cost type		
Management wages	130,344	89,954
Auditors' remuneration	7,092	6,660
General insurance	9,110	8,675
Finance costs	(257)	170
Depreciation	5,105	4,571
Other management costs	49,842	53,622
PR and publicity	26,905	23,827
	228,141	187,479
Central costs by function		
General office costs	50,524	36,431
Management and admin support	102,899	72,503
Accounts including payroll	36,650	35,761
Facilities management		1,801
Minibuses	11,163	17,156
Corporate expenses (audit, finance and insurance costs)		
Fundraising	26,905	23,827
Total central costs	228,141	187,479

The charity's expenditure includes Central costs as shown above. These costs are allocated to the Charity's activities on the bases shown below.

These costs have been allocated on the following basis

Cost Allocation model

	General office costs	Mgmt and admin	Accounts	Facilities	Minibuses	Corporate	Total central costs 2023	Total central costs 2022	Fundraising team
Costs to be allocated									
Auditors' remuneration			7,092				7,092	6,660	
General insurance	9,110						9,110	8,675	
Finance costs	(257)						(257)	170	
Depreciation	3,305				1,800		5,105	4,571	70
Other management costs	38,366	102,899	29,558		9,363		180,186	143,576	63,146
Direct costs	50,524	102,899	36,650		11,163		201,236	163,652	63,216
Central use of office costs	(27,788)	14,147	7,073	6,568					12,631
Management		(31,590)	20,741	10,849					25,398
	22,736	85,456	64,464	17,417	11,163		201,236	163,652	101,245
Accounts			(14,170)	8,195		5,975			6,374
Facilities				(5,091)	5,091				0
PR and publicity						26,905	26,905	23,827	(26,905)
	22,736	85,456	50,294	20,521	16,254	32,880	228,141	187,479	80,714
Corporate overhead									
									80,714

Allocated to	General office costs	Mgmt and admin	Accounts	Facilities	Minibuses	Corporate	Total central costs 2023	Total central costs 2022
Day Services		29,137	33,050	13,681	16,254	24,086	116,208	103,013
Music Therapy	10,105	15,151	4,809	586		2,294	32,945	24,641
Teenage scheme		6,207	1,679	391		765	9,042	6,830
	10,105	50,495	39,538	14,658	16,254	27,145	158,195	134,484
Fundraising	12,631	25,398	6,374				44,403	32,544
Shop expenses		9,563	4,382	5,863		5,735	25,543	20,451
	22,736	85,456	50,294	20,521	16,254	32,880	228,141	187,479
Allocation basis	*Space*	*Est mgmt time*	*Estimated use of key activities*	*Estimated use of key activities*	*No of minibuses*	*%age of revenue*		

7. Net incoming/(outgoing) resources

	31/03/2023	31/03/2022
	£	£
Net resources are stated after charging/(crediting):		
Auditors' remuneration	7,092	6,660
Depreciation - owned assets	29,141	32,070

8. Related party transactions and Trustees' remuneration and benefits

(i) There are no related party transactions during the year.

(ii) There were no trustees' remuneration or other benefits for the year ended 31 March 2023, nor for the year ended 31 March 2022. One Trustee is normally reimbursed for travel expenses but there were no expenses incurred in the year

9. Staff Costs

	31/03/2023	31/03/2022
	£	£
Wages and salaries	1,120,054	1,009,604
National Insurance contributions	70,610	36,531
Pension contributions	23,914	23,511
Temporary staff paid via Agency	2,057	11,190
Staff Costs	1,216,635	1,080,836

There were no employees with emoluments of £60,000 or more (2022 £nil). Key management personnel comprise the Trustees and the executive director. The executive director's employment benefits were £39,603 (2022 £37,246)

A workplace pension scheme was established on the 1st August 2015. Contributions to the scheme are based on a percentage of salary in line with the minimum requirements. For the period 1st April 2018 to 31st March , this was 2% from Parity and 3% from the employee. The contribution rate increased from the 1st April 2019 to 3% for employer and a minimum of 5% from the employee. There is also an additional contribution made in line with one employee's remuneration arrangements.

The average monthly number of employees during the year was as follows:

Direct charitable work	47	46
Shops	7	7
Fundraising	2	3
Administrative	4	3
	60	59

In addition there 70 volunteers working in the shops, fundraising and assisting with the charitable work.

10. Tangible fixed assets

	Freehold property £	Furniture & equipment £	Motor vehicles £	Total £	Restricted Assets £
Cost or valuation					
As at 31st March 2022	230,000	237,270	124,165	591,435	264,779
Additions					
Disposals					
as at 31st March 2023	230,000	237,270	124,165	591,435	264,779
Depreciation					
As at 31st March 2022	32,200	178,725	93,514	304,439	190,596
Charge for year	4,600	11,708	12,833	29,141	19,905
Eliminated on disposal					
as at 31st March 2023	36,800	190,433	106,347	333,580	210,501
Net Book Value					
As at 31st March 2022	197,800	58,545	30,651	286,996	74,183
as at 31st March 2023	193,200	46,837	17,818	257,855	54,278

The freehold property 94 Whetstone Road, Farnborough, the mini-buses, shop and fundraising equipment are all used directly for charitable purposes, the remaining assets being used in the management and administration of the charity.

The freehold was last revalued in October 2013 by Clare & Co on an open market basis.

(i) Cost or valuation at 31 March 2016 is represented by:

Cost	158,478
Revalution in 2006	76,522
Revalution in 2013	(5,000)
	230,000

Rather than incur the ongoing costs of a professional revaluation, in accordance with FRS 102 transitional accounting regulations, the Trustees have opted for a policy of depreciating the freehold based on the last recorded valuation of £230,000 with effect from 1st April 2016.

11. Debtors and amounts falling due within one year

	31/03/2023 £	31/03/2022 £
Trade debtors	113,922	126,630
Other debtors	16,487	16,556
	130,409	143,186

12. Creditors: Amounts falling due within one year

	Unrestricted funds £	Restricted funds £	31/03/2023 £	31/03/2022 £
Bank loans & overdrafts				3,808
Trade creditors	28,199		28,199	15,155
Taxation & social security	18,037		18,037	4,126
Other creditors	201,507	(3)	201,504	322,147
	247,743	(3)	247,740	345,236

Other creditors at 31st March 2022 included a provision for £255,049 in respect of surplus funding from Local Authority and CCG funders covering the period 1st April 2020 to 30th September 2021. These funds are being offered back to funders either through direct payment or as a discount on fees. The balance had reduced to £127,080 at 31st March and is expected to be cleared during the current financial year.

13. Creditors: Amounts falling due after more than one year

	31/03/2023 £	31/03/2022 £
Bank loans		14,751

The balance of the bank loan was cleared on 25th August 2022

14. Secured debts

The following secured debts are included within creditors:

	31/03/2023 £	31/03/2022 £
Bank loans		18,559

The bank loan was repaid in full on 2nd August 2022.

15. Analysis of changes in Net debt

	Balance at 1 April 2022 £	Cash-Flows £	Balance at 31 March 2023 £
Cash	694,536	12,378	706,914
Loans falling due within one year	(3,808)	3,808	
Loans falling due after more than one year	(14,751)	14,751	
	(18,559)	18,559	
Total	675,977	30,937	706,914

16. Calculation of Net free reserve

	31/03/2023	31/03/2022
	£	£
Total accumulated Funds per Balance sheet	847,438	764,731
Less restricted fund balances	(195,127)	(193,842)
Unrestricted funds	652,311	570,889
Less fixed assets		
Fixed assets	(257,855)	(286,996)
Add back restricted fixed assets	47,563	72,655
Add mortgage over 1 year		14,751
	(210,292)	(199,590)
	442,019	371,299

17. Operating Lease commitments

A 25 year operating lease over 23 Salisbury Grove, Mytchett was signed on 21st December 2014. The lease over 93 Whetstone Road was renewed in 2019 for ten years. The current lease on 92 Whetstone Road expired in 2022 and is in the processs of being renewed. The lease on the North Camp shop is in the process of being renewed. While not subject to a formal lease Parity rents the church hall at St Martins. In addition, Parity leases a number of photocopiers. Total commitments under non-cancellable operating leases as at 31st March 2023 were as follows

	31/03/2023	31/03/2022
	£	£
Annual commitments		
0-1 Year	70,728	92,470
1-5 years	219,850	231,679
More than 5 years	482,325	532,892

18. Movement in funds

		Balance at 31/03/2022	Net movement in funds	Balance at 31/03/2023
		£	£	£
Unrestricted funds				
General fund	498767	498,767	81,422	580,189
Freehold revaluation and fair value reserve	72122	72,122		72,122
	570,889	570,889	81,422	652,311
Restricted funds - Fixed assets				
Whetstone Road - Fixed Assets	16,899	16,899	(3,075)	13,824
St Martins - fixed assets	5,610	5,610	(997)	4,613
Salisbury Grove - fixed assets	21,273	21,273	(2,592)	18,681
New minibus	28,386	28,386	(11,033)	17,353
	72,168	72,168	(17,697)	54,471
Restricted funds				
Whetstone Road	14,879	14,879	(455)	14,424
St Martins	12,776	12,776	1,047	13,823
Salisbury Grove	7,434	7,434	329	7,763
Minibus running expenses	5,000	5,000	4,000	9,000
Music therapy	11,492	11,492	2,067	13,559
Therapy	3,698	3,698	(198)	3,500
Day service funds	6,479	6,479	84	6,563
Musical instruments	373	373		373
Teen Activity Scheme	100	100	(100)	
CoVid Grants	693	693	(792)	(99)
Restricted donations into new building fund	58,750	58,750	13,000	71,750
	121,674	121,674	18,982	140,656
TOTAL FUNDS	764,731	764,731	82,707	847,438

Net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Net movement in funds
	£	£	£
Unrestricted funds			
General fund	1,684,352	1,602,930	81,422
Freehold revaluation and fair value reserve			
	1,684,352	1,602,930	81,422
Restricted funds - Fixed assets			
Whetstone Road - Fixed assets		3,075	(3,075)
St Martins - fixed assets		997	(997)
Salisbury Grove - fixed assets		2,592	(2,592)
New minibus		11,033	(11,033)
		17,697	(17,697)
Restricted funds			
Whetstone Road	2,601	3,056	(455)
St Martins	1,717	670	1,047
Salisbury Grove	329		329
Minibus running expenses	15,000	11,000	4,000
Music therapy	13,452	11,385	2,067
Therapy	5	203	(198)
Day service funds		(84)	84
Musical instruments			
Teen Activity Scheme		100	(100)
CoVid Grants		792	(792)
Restricted donations into new building fund	13,000		13,000
	46,104	27,122	18,982
TOTAL FUNDS	1,730,456	1,647,749	82,707

19. POST BALANCE SHEET EVENTS

We are in communicating with our funders on how we repay the surplus funding, in a number of cases this will be achieved by adding a discount to ongoing fee invoices.

20. GENERAL INFORMATION

Parity for Disability is a Limited by guarantee Charitable Company Incorporated in England & Wales. The Registered Offices is 94 Whetstone Road, Cove, Farnborough, Hampshire GU14 9SX

PARITY

For People With Multiple Disabilities

PARITY FOR DISABILITY
94 Whetstone Road,
Cove,
Farnborough,
Hants GU14 9SX

Tel/Fax: 01252 375581
http://www.parityfordisability.org.uk/

REGISTERED COMPANY NUMBER: 3584503 (England and Wales)
REGISTERED CHARITY NUMBER 1071571

PARITY FOR DISABILITY

England & Wales - Charity number 1071571

Accounts

PARITY FOR DISABILITY

Annual Report and Accounts
for the year ended 31 March 2022



For People With Multiple Disabilities

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Chairman's report

The impact of the Covid pandemic continued to significantly affect the way in which we delivered our services and I am delighted with the manner and commitment of all the staff in the way in which they coped with the ever changing levels of restrictions. It is a credit to them that we find Parity in a good position to continue supporting those with multiple disabilities.

Last year I stated the three objectives that faced the organisation

To continue to contribute to the wellbeing of all students and staff whilst fully complying with government rules in place to combat the Covid-19 virus.

To ensure the financial survival of the charity through the period of the pandemic.

To get agreement from funders of a sufficient rise in fees to ensure the long term viability of the charity post Covid-19.

The first two objectives were satisfied largely due to the grants made available by local authorities and the furlough scheme.

Whilst many funders did agree to the increased fees, further work needs to take place in securing longer term commitment.

During the year we conducted a comprehensive review of the business organisation in Parity and, as a result, have moved to appoint a Business Operations manager to provide focus and drive into that part of our operation.

The changing environment on the provision of services to the disabled community continues to increase the demand for Parity's services and the priority for the charity remains to find additional premises, at sensible cost, to enable expansion.

Parity has come through two difficult years and, now, as the pandemic end is in sight, looks to the future, maintaining a sound financial position and growing to meet the demands of those with multiple disabilities.

Parity is in a strong position to meet the challenges likely in the coming months as inflation bites, the job market changes and government fiscal restrictions place direct pressure on the charity.

I conclude in thanking my fellow trustees, the senior management team and all staff & volunteers for their hard work during difficult times and for putting the wellbeing of our students at the forefront of everything they do.

Owen Durrett
Chairman
June 2022

Trustees Report for the year ended 31st March 2022

Directors and Trustees

TRUSTEES (i)	Mr J.O Durrett	Chairman
	Mr P Roper	Deputy Chairman
	Mr D Turnidge	Treasurer
	Cllr B Blewett (ii)	Hart DC Representative
	Miss C Brunton	
	Mr M Hassett	
	Mr S Masterson	Rushmoor BC Representative
	Mr C Porter	
	Mr D Randall	Co-opted 31st January 2022, will be formally appointed at the next AGM
	Mr K Smith	
	Mrs H Whitcroft	Surrey Heath BC Representative
EXECUTIVE DIRECTOR	Ms A Cooper	
SECRETARY	Ms A Cooper	

(i) All Trustees are directors of the Company

(ii) Mr Blewett is a Trustee in his own right as well as acting as the Hart District Council representative

Legal and Administrative Details

REGISTERED OFFICE	94, Whetstone Road Cove, Farnborough, Hampshire GU14 9SX
REGISTERED NUMBER	3584503 (England and Wales)
CHARITY NUMBER	1071571
AUDITORS	Edwin Smith Chartered Accountants Statutory Auditor 32 Queens Road Reading RG1 4AU
SOLICITORS	Bradleys Solicitors 76, Frimley High Street, Frimley, Surrey
BANKERS	COIF Charities Deposit Fund, St Alphage House, 2 Fore Street, London CAF Bank Limited 25 Kings Hill Avenue, Kings Hill, West Malling, Kent HSBC 30 Princes Mead Shopping Centre, Farnborough, Hampshire Triodos Bank Deanery Road, Bristol

Structure, Governance and Management

Governing Document

Parity For Disability is a company limited by guarantee governed by its Memorandum and Articles of Association dated 1 October 1998 and amended to its current name on 16 July 2001. It is registered as a charity with the Charity Commission.

With the exception of its employees, membership is open to all those interested in supporting the Charity's objective.

Organisation

The charity is administered by the Board of Trustees; during the 2021/2022 financial year there were eleven Trustees with one new trustee appointed. The Articles of Association make provision for a minimum of three trustees and allow the maximum number to be determined by the Board of Trustees.

The Board normally meets once every two months. A management group has been put into place—it meets monthly covering finance and management, operations and services. There are sub committees covering , services and the organisation's charity shop operation.

The Executive Director is appointed by the Trustees to manage all aspects of the Charity. To facilitate effective operations, the Executive Director has delegated authority, within terms of delegation approved by the Trustees, for operational matters.

Appointment of Trustees

As set out in the Articles of Association Trustees of the Board of Trustees are selected by the membership at the Annual General Meeting. Trustees serve for a period of three years but one third of the Executive must retire by rotation, however retiring Trustees may offer themselves for re-election.

Rushmoor Borough Council, Hart District Council and Surrey Heath Borough Council may each nominate one representative. At this time the Hart District Council representative is also Trustees in his own right.

The Trustees have the power to co-opt members to the board; however co-opted Trustees must offer themselves for election at next Annual General Meetings. All members are invited to nominate Trustees prior to the AGM.

The Board of Trustees has assessed the range of specialist skills that are required for it to effectively perform its duties. It actively seeks suitable prospective trustees to ensure this requirement is satisfied.

Trustee induction and training

Induction training is provided for all new Trustees to ensure that the strong philosophy and ethos of the organisation is understood and accepted. They are briefed on their legal obligations under charity and company law, the content of the Memorandum and Articles of Association, the legislation affecting disabled people, the committee and decision-making processes, the business plan and recent financial performance of the charity.

As part of the induction process, all new Trustees are given disability awareness training and are required to spend time in each of the service provisions, meet the other Trustees, key employees and volunteers.

The need for external training is assessed and provided as appropriate.

The Impact of Coronavirus on the Charity

The pandemic has continued to have a significant impact on the charity. For much of the year the day services operated at below capacity due to the need to maintain social distancing measures. The service has gradually increased the number of students attending and is now looking to fill all spaces as soon as sufficient staff can be recruited. The shops followed a similar story and the summer holiday activity scheme was again cancelled.

Risk management

The Trustees have a risk management strategy, which comprises:

- an annual review of the risks the Charity may face
- the establishment of systems and procedures to mitigate those risks identified in the plan
- the identification of procedures required to minimise any potential impact on the charity should those risks materialise

The key risks Parity faces are :

Financial

Fee levels - Parity's day services require a high staffing ratio which means our overall cost base is driven by salary costs. Increases in the minimum living wage in recent years have not been matched by fee increases. Parity was able to agree fee increases from April 2021 which ensures short term viability. However, challenges remain as the minimum living wage is set to continue to increase significantly in line with Government policy while local authority funding faces cuts. Negotiations with funders in respect of 2022/23 fees has proved more challenging.

Loss of students - Meeting the needs of our students requires a high staff to student ratio. Student losses can result in short term increases in costs until either a new student is in place or staffing levels are adjusted. We aim to mitigate this risk by maintaining and managing a pipeline of new students.

Closure of the day services - The Coronavirus epidemic resulted in the temporary closure of our three day services. In this instance we received tremendous short term support from our funders as well as the government through the furlough scheme. While it did not cover the Coronavirus closure, we do have insurance that covers most other closure scenarios. The trustees will continue to develop contingency planning to be better prepared should we be forced to close in the future.

Voluntary Income - Our funders will not pay for key added value services, such as speech and physiotherapies. We have recently decided in a change to our strategy to deliver these services which includes utilisation of NHS specialist resources.

Our fundraising strategy is to maintain a mix of income streams including shops, company, community and individual donations, events and grantmaking bodies. We aim to maintain sufficient reserves to offset any short term funding shortfalls.

The Coronavirus epidemic has had a significant impact on our fundraising activities, although we would hope this will recover post pandemic. We closed one of our charity shops when the lease expired as turnover had fallen to the point that the shop was loss making.

Maintaining Reserves - The charity requires adequate reserves to mitigate against the uncertainty of fund raising, potential losses of students and other unexpected events - such as the coronavirus epidemic. They are also necessary to fund improvements to the service such as the increasingly urgent need to migrate the St Martins service to a more appropriate location.

Financial mismanagement and control failures - While there are strong controls over the bank accounts, full segregation of duties is difficult because of the small team. Risks are mitigated through a combination of regular financial review by management and procedures and controls.

Performance and Management

Service levels - Failure to maintain the quality of our service puts both our reputation and our day services at risk. We mitigate this risk through management oversight, careful staff recruitment, ongoing training and comprehensive policies and procedures. While Parity's day services are currently outside the scope of the Care Quality Commission (CQC) a lot of work has gone into ensuring our service meets CQC standards.

Professional negligence/staff misconduct - both within the day service and corporate level. The controls around service levels are designed to minimise this risk which is also mitigated through insurance.

Staff – we are totally dependent on our staff to maintain the quality of our service. We recruit carefully to ensure that our staff are committed to Parity's standards. In common with most of the care sector our salaries are competitive rather than generous which makes staff retention an ongoing challenge.

Operational

Appropriate premises and facilities – the expectations of our students have increased in recent years with the use of technology. This is particularly relevant for the St Martins day service which is delivered out of a church hall where staff have to lay out and pack away all equipment every day. We are looking to move this service to more suitable premises as soon as finances allow.

Loss of premises/equipment failure – there is insufficient capacity to accommodate one of the day services in the other two services for anything longer than a day or two. We mitigate against this risk by regular health and safety checks and ongoing maintenance of our buildings and equipment. We are insured against fire, theft and business losses.

Information Technology is important but not critical to Parity's operations. We mostly use standard office applications and our systems are maintained, secure and regularly backed up. We have been investing in our infrastructure to improve functionality and resilience.

Objectives and activities

The Charity's Objective as stated in the Memorandum of Association is "To promote the care welfare, interest, treatment, education and advancement of adults and children with cerebral palsy or a related disability or other severe or multiple disabilities."

The Charity's vision is a society where

- The equality, rights and dignity of children and adults with profound and multiple disabilities are understood and fully accepted
- People with multiple disabilities are afforded the opportunity to explore their potential
- People with multiple disabilities become an integral part of their community

The Charity's mission is "Excellence in services and support for children and adults with multiple disabilities, their families and carers." The charity aims to provide pioneering services that are completely responsive to the needs of an individual, their families and carers in order to help them achieve their potential and enjoy a quality of life that others take for granted. The philosophy of the service has the tenets of Equality, Rights and Dignity.

Parity for Disability service provision consists of:

- Day services in Farnborough, Camberley and Mytchett
- Music therapy service
- Easter and Summer Teenage activity scheme
- Where appropriate outreach support for the student
- Where possible to provide information and support

Achievements and performance

During the year, in line with the business plan, the Charity achieved the following under each of the main strands:

1. To maintain and enhance the quality of our pioneering services

We have continued to work within the enforced constraints to re-instate services and address the physical and mental wellbeing issues caused by the pandemic.

Grants were secured to allow for updating of facilities and equipment to enhance safety and take advantage of digital technology to promote inclusion and connection.

A consultation in September revealed the full effects of the lockdown on students and their families and provided evidence of the vital need for our services.

2. To ensure a sustainable financial position

Unrestricted funds showed a surplus of £29,039 for the year but there was a deficit of £19,896 in restricted funds. The unrestricted surplus included some one-offs and the benefit of continued support of our customers and the government. The restricted deficit is largely due to utilization of various CoVid related grants. We had some success in negotiating increases for the 2022/23 year and continue to be in dialogue with our customers. We believe there is sufficient funding in place for the current year but anticipate that fee levels will be an ongoing issue, due primarily to the impact of increases in the national living wage.

3. To build purpose-designed premises in which we can provide and expand high quality services, which are responsive to the specific needs of the person

We continued to explore potential new sites for expansion of our specialist day services as the waiting list continues to grow. Lack of affordable premises meeting our requirements continues to be a barrier, despite renewing efforts and securing the assistance of a local expert.

4. To publicise and promote awareness

We continued to attend groups and forums specific to the Third Sector and LD service provision, albeit remotely, raising awareness of issues experienced by our organisation and those we support. These included local and national forums including the National Care Forum and Voluntary Organisations Disability Group. We took advantage of the opportunity to present to local NHS CCG staff. Our students also gifted their reproduction of "Starry Night" to Frimley Park for display.

Communications staff undertook training and made use of skill-sharing to improve ability to created in-house videos showcasing approaches and activities as well as staff, volunteers and supporters. The "Murder Mystery" video received a good response at the online PMLD Conference in January.

Work is underway to improve the use of Social Media platforms and analytics to ensure more effective use and a better understanding of their potential for promoting the charity's aims.

We also invested in a CRM (customer relationship management) tool, to better tailor communications and information sharing.

Financial position and Reserves

There was a overall surplus of £29,039 in unrestricted funds for the year and a deficit of £19,896 in restricted funds.

The Charity's reserves policy focuses on the level of "free" reserves. Free reserves exclude restricted funds and also that part of general funds used to acquire fixed assets.

The Charity retains "free" reserves for two main reasons:

i) To manage the risk to which the charity is exposed in the course of its business (including safeguarding activities) funded by volatile voluntary income streams or by other sources that may be reduced or withdrawn.

ii) To finance future plans in line with the charity's aims and strategic vision. This is primarily concerned with the acquisition of dedicated premises and development of services.

The Directors and Trustees consider that in order to meet these needs, and to operate effectively, the Charity needs sufficient reserves to cover between 2 and 4 months of expenditure. Based on normal unrestricted expenditure of c£1.6 million this equates to reserves between £250,000 and £500,000.

Free reserves increased by £31,843 to £371,299 at 31st March 2022 (compared with £339,456 at 31st March 2021) which is towards the middle of the range of the free reserves the Trustees consider necessary. The Directors and Trustees will seek to continue to rebuilding.

Cash reserves are placed in interest bearing deposits with HSBC, CAF Bank and longer-term deposits with Charities Official Investment Fund (COIF).

Remuneration Policy

The charity aims to pay competitive salaries to its staff based on the role undertaken. Staff are paid a basic salary plus overtime as appropriate. . The charity operates a workplace pension scheme where relevant staff are automatically enrolled. In line with the minimum legal requirement, employer and employees contribute 3% and 5% of earnings respectively to the pension fund.

The executive director makes salary recommendations to the Trustees for approval. This is broadly based against market rates and affordability. The executive director's remuneration is determined by the trustees based on the joint recommendation of the Chairman, Vice Chairman and Treasurer.

None of the Trustees are remunerated and, with the exception of one trustee, are not reimbursed for expenses. In normal years one trustee is reimbursed for travelling expenses incurred in undertaking voluntary activities including stock rotation amongst the shops and in fund raising activities. However, no such expenses were incurred for either of the years ended 31st March 2022 and 31st March 2021.

Plans for future periods

Raising awareness of and support for the charity, its mission and aims will remain a priority, as a means to ensuring the continued effectiveness of the charity and securing financial sustainability.

We will continue to monitor and document existing and emerging needs, raising the issues affecting people with multiple disabilities to key audiences including local borough councils, NHS bodies, umbrella groups and government policymakers.

We will be both contributing to and learning from sector work around effective approaches, interventions and support for people with multiple disabilities.

Parity for Disability has become a larger, more complex organisation over the last five years and we will continue the process, begun in 2021, of evaluating the structure of the organisation from Board level down, to ensure robust and effective processes. The evaluation is also taking into account future development required to meet the changing and evolving needs of people with multiple disabilities.

Charity Objectives

Parity for Disability is dedicated to transforming lives. Without the right support, the life of a person with multiple disabilities becomes limited and lonely. Meaningful social contact, learning, achieving and experiencing the world all become impossible.

- Parity's services are there for people with multiple disabilities, their families and carers. Parity's mission is: Excellence in services and support for children and adults with multiple disabilities, their families and carers
- To provide pioneering services that are completely responsive to the needs of an individual in order to help them achieve their potential

Charitable Purpose

Within the Charity Commissions guidance on charitable purposes the charity work is defined under two main headings.

(i) The relief of those in need by reason of disability

(ii) The promotion of equality and diversity

Public Benefit

The Trustees have complied with the Charities Act 2011, with regard to the Charity Commission guide on public benefit. The key benefits are outlined below.

Identifiable Benefits and relationship with charitable aims

(i) Provision of day services

The day services are designed to address the needs of adults aged 18+. All the people using the service have significant physical and learning disabilities, often with sensory impairments and need support with communication. All students need substantial support in all aspects of daily life.

Each student has an individual program plan designed to:-

- help each person to reach their individual potential by addressing their intellectual, physical and emotional needs
- give each person access to a quality of life often taken for granted by their non-disabled peers
- give access to the wider community
- provide the service in an environment of equality, rights and dignity

(ii) Music Therapy Service.

This service addresses the needs of children and adults of all ages with a wide range of complex conditions. Highly skilled music therapists assess each person's needs and develop an approach specifically designed for that person.

(iii) Teenage Activity Scheme

This service meets the need of teenagers with profound and multiple disabilities during the Easter and summer school vacations. They are paired with a non-disabled peer and encouraged to make choices about activities in which they wish to participate, these frequently include accessing the wider community.

(iv) Raising Awareness

There is a continuing and very worrying lack of awareness about children and adults with profound and multiple disabilities and their needs. The charity works by various means to raise public awareness of the needs of this group of disabled people.

These benefits are in line with the Charity's Memorandum of Association which states that in furtherance of the charitable objects the charity may:-

- provide maintain and conduct clinics treatments and training centres and workshops educational facilities playschools nurseries employment centres holiday camps and homes clubs hostels and other foundations
- provide and encourage the provision of the facilities for diagnosis, medical physical and surgical treatment with all necessary appliances physiotherapy, speech therapy and education
- collect and disseminate information relating to the care education treatment and rehabilitation of people with cerebral palsy and related disabilities or other unrelated severe and multiple disabilities

Benefits must be balanced against any detriment or harm

The Charity is not aware of any detriment or harm that results from its charitable work.

Benefits must be appropriate to the aims

Services are available to all children and adults with profound and multiple disabilities provided they can benefit from them. Experience has shown that provision for people with very challenging behaviour would best be made in a dedicated Centre, however we do not currently have the financial resources to start such a Centre.

Benefit to a section of the public. The opportunity must not be unreasonably restricted by geographical or other restrictions or by ability to pay any fee charged.

There are no geographical restrictions only the distance that is reasonable to expect a person to travel in order to access the service.

Part of the cost of the day and teenage activity services is met directly by statutory services or by the individuals themselves, if they are in receipt of direct payments from social services. The remainder of the costs including all the cost of therapies is met by fundraising.

A fee for music therapy is charged, however the charity fundraises specifically to supply places for families who are unable to pay.

People in poverty must not be excluded from the opportunity to benefit

The funding mechanisms described above ensure families in poverty are not excluded and we try to maintain a hardship fund to assist families who need help.

Any private benefits must be incidental

There are no private benefits.

Trustees' responsibilities in relation to the financial statements

STATEMENT OF DIRECTORS' AND TRUSTEES' RESPONSIBILITIES

The Directors and Trustees are responsible for preparing the Directors and Trustees' Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Directors and Trustees to prepare financial statements for each financial year. Under that law the Directors and Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law), including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

Under company law the Directors and 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 charity and of the surplus or deficit profit or loss of the charity for that period. In preparing the financial statements the Directors and Trustees are required to:

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the Charities SORP
- make judgements and estimates that are reasonable and prudent
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements, and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business

The Directors and Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

STATEMENT OF DISCLOSURE OF INFORMATION TO AUDITORS

The Directors and Trustees of the company who held office at the date of approval of this annual report confirm that:

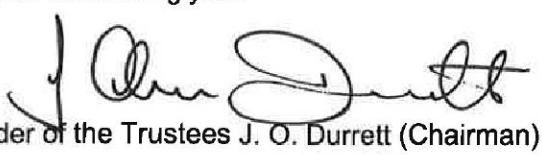
- so far as they are aware, there is no relevant audit information of which the company's auditors are unaware; and
- they have taken all the steps that they ought to have taken as Directors and Trustees in order to make themselves aware of any relevant audit information and to establish that the company's auditors are aware of that information.

SMALL COMPANY RULES

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

AUDITORS

A resolution will be proposed at the Annual General Meeting that Edwin Smith be re-appointed as auditors to the charity for the ensuing year.



By order of the Trustees J. O. Durrett (Chairman)

30th September 2022

Report of the Independent Auditors to the Trustees of Parity For Disability

Opinion

We have audited the financial statements of Parity for Disability (the "Charity") for the year ended 31 March 2022 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the Charity's affairs as at 31 March 2022 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- 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 Charity 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 director's 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 charity's ability to continue as a going concern for a period of at least 12 months from when the financial statements are authorised for issue.

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

Other Information

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

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are

required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report.

We have nothing to report in respect of the following matters in relation to which the Charities Act 2011 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;
- the financial statements are not in agreement with the accounting records and returns;
- we have not obtained all the information and explanations necessary for the purposes of our audit;
- the directors were not entitled to take advantage of the small companies exemption from the requirement to prepare a strategic report.

Responsibilities of the trustees

As explained more fully in the trustees' responsibilities statement (set out on page 14), the trustees 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 they 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 Charity'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 Charity or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

The trustees have elected for the financial statements to be audited in accordance with the Charities Act 2011 rather than the Companies Act 2006. Accordingly, we have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

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 extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud.

The objectives of our audit in respect of fraud, are to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the company.

Our approach was as follows:

• We obtained an understanding of the legal and regulatory requirements applicable to the Charity and considered that the most significant are the Companies Act 2006, the Charities Act 2011, UK financial reporting standards as issued by the Financial Reporting Council and UK taxation legislation.

• We obtained an understanding of how the Charity complies with these requirements by making enquiries with management and those charged with governance. We corroborated our enquiries through our review of the Trustees' meeting minutes.

• We assessed the susceptibility of the financial statements to material misstatement, including how fraud might occur by considering the key risks impacting the financial statements and documenting the controls that the Charity has established to address risks identified, or that otherwise seek to prevent, deter or detect fraud. In our assessment we considered the risk of management override. Our audit procedures included testing manual journals, including segregation of duties.

• We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.

• Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

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

Use of our report

This report is made solely to the Charity's trustees, as a body, in accordance with section 144 of the Charities Act 2011 and the regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the Charity's trustees 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 Charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Edi S.M

Edwin Smith

Chartered Accountants

Statutory Auditor

32 Queens Road

Reading

RG1 4AU

Date 5/10/2022

Edwin Smith is eligible to act as auditor in terms of section 1212 of the Companies Act 2006

Statement of Financial Activities

for the Year Ended 31 March 2022

	Notes	Unrestricted funds £	Restricted funds £	31/03/2022 Total funds £	31/03/2021 Total funds £
INCOME					
Donations and legacies		53,138	52,806	105,944	181,485
Other Trading activities		134,096		134,096	77,571
Income from Fundraising and Trading activities	2	187,234	52,806	240,040	259,056
Income from charitable activities	3	1,165,651		1,165,651	732,574
Income from Investments	4	5		5	66
Other income	5	53,289		53,289	456,350
Total income		**1,406,179**	**52,806**	**1,458,985**	**1,448,046**
EXPENDITURE					
Raising funds	2,6	185,130		185,130	215,994
Charitable activities	3,6	1,192,010	72,702	1,264,712	1,186,765
Total Expenditure		**1,377,140**	**72,702**	**1,449,842**	**1,402,759**
Net income/(expenditure)	7	**29,039**	**(19,896)**	**9,143**	**45,287**
Transfers between funds					
Net movement in funds		**29,039**	**(19,896)**	**9,143**	**45,287**
RECONCILIATION OF FUNDS					
Total funds brought forward		541,850	213,738	755,588	710,301
TOTAL FUNDS CARRIED FORWARD		**570,889**	**193,842**	**764,731**	**755,588**

Balance Sheet

for the Year Ended 31 March 2022

	Notes	Unrestricted funds £	Restricted funds £	31/03/2022 Total funds £	31/03/2021 Total funds £
FIXED ASSETS					
Tangible assets	10	214,341	72,655	286,996	315,385
CURRENT ASSETS					
Debtors	11	143,186		143,186	145,097
Cash at bank and in hand	15	573,349	121,187	694,536	615,429
		716,535	121,187	837,722	760,526
CREDITORS					
Amounts falling due within one year	12	(345,236)		(345,236)	(302,150)
NET CURRENT ASSETS		371,299	121,187	492,486	458,376
TOTAL ASSETS LESS CURRENT LIABILITIES		585,640	193,842	779,482	773,761
CREDITORS					
Amounts falling due after more than one year	13	(14,751)		(14,751)	(18,173)
NET ASSETS		570,889	193,842	764,731	755,588
FUNDS					
Unrestricted funds	18			570,889	541,850
Restricted Funds	18			193,842	213,738
TOTAL FUNDS				764,731	755,588

Balance Sheet - continued

As at 31 March 2021

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2022.

The members have not deposited notice, pursuant to Section 476 of the Companies Act 2006 requiring an audit of these financial statements.

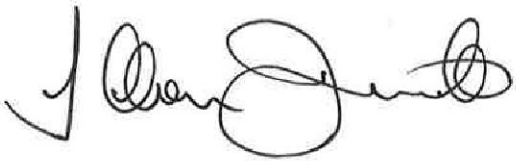
The trustees acknowledge their responsibilities for

- Ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its income and expenditure for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company

These financial statements have been audited under the requirements of Section 154 of the Charities Act 2011.

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

The financial statements were approved by the Board of Trustees on 30th September 2022 and were signed on its behalf by:



J.O. Durrett – Chairman

Statement of cash flows

for the Year Ended 31 March 2022

	Notes	Unrestricted funds £	Restricted funds £	31/03/2022 Total funds £	31/03/2021 Total funds £
Net cash provided by (used in) operating activities		91,008	(4,529)	86,479	306,747
Cash flows from investing activities					
Interest income		5		5	66
Proceeds from the sale of property, plant and equipment					3,610
Purchase of minibuses and equipment		(981)	(2,700)	(3,681)	(29,141)
Net cash provided by (used in) investing activities		**(976)**	**(2,700)**	**(3,676)**	**(25,465)**
Cash flows from financing activities					
Repayments of borrowing		(3,696)		(3,696)	(3,773)
Net cash provided by (used in) investing activities		**(3,696)**		**(3,696)**	**(3,773)**
Change in cash and cash equivalents in the reporting period		**86,336**	**(7,229)**	**79,107**	**277,509**
Cash and cash equivalents at the beginning of the reporting period (see note below)		**487,013**	**128,416**	**615,429**	**337,920**
Cash and cash equivalents at the end of the reporting period	15	**573,349**	**121,187**	**694,536**	**615,429**
Change in cash and cash equivalents in the reporting period		**86,336**	**(7,229)**	**79,107**	**277,509**

Reconciliation of net income/(expenditure) to net cash flow from operating activities

Net income/(expenditure) for the reporting period (as	29,039	(19,896)	9,143	45,287
Adjustments for:				
Add back Depreciation charges	8,735	23,335	32,070	32,223
Add back profit in the sale of property, plant and equipment				(2,380)
Add back Interest income	(5)		(5)	(66)
Add back Interest expense	314		314	499
(Increase)/decrease in debtors	1,911		1,911	(113)
Increase/(decrease) in creditors	51,014	(7,968)	43,046	231,297
Net cash provided by (used in) operating activities	**91,008**	**(4,529)**	**86,479**	**306,747**

Notes to the Financial Statements

for the Year Ended 31 March 2021

1. ACCOUNTING POLICIES

Basis of preparation

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 to the UK and Republic of Ireland (FRS 102) (effective January 2019) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and republic of Ireland (FRS 102) and the Companies Act 2006.

Parity for Disability meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

Preparation of the accounts on a going concern basis

The Trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern. However, attention is drawn to the note on page 7 of these accounts which outlines the impact of Coronavirus on the charity.

The Trustees do not consider that there are any other sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

Fund Accounting

Unrestricted funds are donations and other incoming resources available for use at the discretion of the Trustees in furtherance of the objectives of the Charity

Restricted funds are those donated for use in a particular area or for specific purposes. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes. Restricted Fund balances used to purchase fixed assets are reduced in line with the underlying depreciation charge

Income

Income is recognised when the Charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether capital or revenue grants is recognised when the Charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

Donations and other income

Donations and other income are recognised when they become due and credited to the statement of financial activities. Any donations received for specific time restricted purposes are carried forward as deferred income and matched with related expenditure.

Gifts in Kind

In Kind donations of goods and items will be reflected in the accounts as both income and the associated expenditure. The value is determined based on the reasonable estimated open market value of the item. Gifts of services in the form of time will not be treated as voluntary income.

Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the bank.

Expenditure

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

Expenditure is classified under the following activity headings within the statement of financial activities to one of the following headings:

- **Costs of raising funds**—The direct costs of fundraising and publicity activities, including the costs of Parity's charity shops.
- **Expenditure on charitable activities**—The direct and associated support costs of providing charitable services which comprise day services, music therapy and the teenage scheme.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

Grants payable are payments made to third parties in the furtherance of the charitable objects of the Charity. In the case of unconditional grants they are accrued once the recipient has been notified of the grant award. The notification gives the recipient a reasonable expectation that they will receive the one year or multi-year grant. Grant awards that are subject to the recipient fulfilling performance conditions are accrued as the performance conditions are met.

Allocation of support and governance costs

Expenditure is allocated to the particular activity where the costs relates directly to that activity. These costs have been allocated between the cost of raising funds and expenditure on charitable activities.

Costs are then identified relating to the governance of the Charity being the costs associated with constitutional statutory requirements and costs associated with the strategic management of the Charity's activities.

Support costs and governance costs are apportioned between the key charitable activities undertaken in the year on basis of revenue earned.

Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Operating leases

Rentals charges are charged on a straight line basis over the term of the lease.

Tangible fixed assets

Rather than incur the ongoing costs of a professional revaluation, in accordance with FRS 102 transitional accounting regulations, the Trustees have opted for a policy of depreciating the freehold based on the last recorded valuation of £230,000 with effect from 1st April 2016.

Purchased items that have a useful life of more than one year are capitalised at cost – subject to a de-minimus limit of £500. Assets are reviewed for impairment if circumstances indicate that their carrying value may exceed their net realisable value and value in use.

Depreciation is calculated to write off the cost less estimated residual value of fixed assets over their estimated useful lives.

Depreciation is charged on the following basis:

Freehold Property	50 years straight line
Minibuses	5 years straight line
Furniture and equipment	20% of net book value pa on a reducing balance basis

Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand

Cash at bank and in hand includes cash and short term deposits with a maturity or notice period of twelve months or less at the balance sheet date.

Creditors and provisions

Creditors and provisions are recognised where the Charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Pension Scheme

The Charity operates a defined contribution scheme for its employees. Contributions payable to the scheme are charged to the statement of financial activities in the period to which they relate. The assets of the scheme are held separately from the Charity in an independently administered fund.

2. Analysis of Income from Fundraising and Trading activities

The small fundraising team generates both voluntary income and income from fund raising events which is reported under other trading activities. Trading activities also includes the three charity shops run by Parity. The analsysis below shows the breakdown of income and associated expenses

	Unrestricted funds £	Restricted funds £	31/03/2022 £	31/03/2021 £
Donations and Legacies				
Donations and grants	53,138	52,806	105,944	181,485
Legacies				
Donations towards ongoing charitable activities	53,138	52,806	105,944	181,485
Other Trading Activities				
Fundraising events	783		783	782
Shop income	99,311		99,311	42,787
Local authority CoVid Grants	34,002		34,002	34,002
	134,096		134,096	77,571
Income from Fundraising and Trading activities	**187,234**	**52,806**	**240,040**	**259,056**
Expenditure on fundraising (including fundraising events)				
Staff costs	60,826		60,826	55,661
Direct costs of fundraising events	526		526	275
Other fundraising costs	1,410		1,410	1,351
	62,762		62,762	57,287
Central overheads	32,544		32,544	32,951
Recharge for PR and publicity	(23,827)		(23,827)	(22,560)
Total	71,479		71,479	67,678
Expenditure on running the Charity shops				
Staff costs	55,306		55,306	60,227
Rent & rates	27,184		27,184	40,959
Services	62		62	406
Other shop & fundraising costs	10,648		10,648	24,899
Central overheads	20,451		20,451	21,825
	113,651		113,651	148,316
Expenditure on raising funds	**185,130**		**185,130**	**215,994**
Summary by Fundraising Function				
Income by Fundraising Function				
Income from Fundraising including events	53,921	52,806	106,727	182,267
Shop income	133,313		133,313	76,789
	187,234	52,806	240,040	259,056
Expenses by Fundraising Function				
Fundraising expenses including events	71,479		71,479	67,678
Shop expenses	113,651		113,651	148,316
	185,130		185,130	215,994
Contribution by Fundraising Function				
Contributon from Fundraising including events	(17,558)	52,806	35,248	114,589
Contribution from Shops	19,662		19,662	(71,527)
	2,104	52,806	54,910	43,062
Average cost to raise £1 in pence by fundraising function				
Income from Fundraising and fundraising events			67p	37p
Shop income			85p	193p

3. Analysis of Income and Expenditure from charitable activities

Charitable income represents fees receivable by the day centres for the various activities enjoyed by participants, and totals £1,165,651 for the year (2021 £732,574)

	Unrestricted funds £	Restricted funds £	31/03/2022 £	31/03/2021 £
Income				
St Martins	340,072		340,072	281,842
Whetstone Road	368,694		368,694	54,161
Salisbury Grove	430,745		430,745	363,940
Music Therapy	26,140		26,140	31,427
Teenage activities scheme				1,204
Other charitable activities				
	1,165,651		1,165,651	732,574
Expenditure				
St Martins	306,509	1,711	308,220	290,712
Whetstone Road	403,556	6,014	409,570	381,693
Salisbury Grove	411,317	6,152	417,469	403,532
Teenage activities scheme	6,830		6,830	7,092
Music therapy	63,798		63,798	57,982
All activities		58,825	58,825	45,754
	1,192,010	72,702	1,264,712	1,186,765
Contribution/(deficit) from charitable activities			(99,061)	(454,191)
Average direct cost to provide service in pence per £1 of charitable income			108p	162p

Charitable activity costs include the direct costs attributable to the services together with a share of management and fundraising salary costs. Support costs are detailed in note 6

	31/03/2022 £	31/03/2021 £
Staff costs	885,670	826,717
Music Therapy sessional therapists	16,273	16,030
Rent & rates	74,330	75,732
Premises costs	42,649	22,481
Clinical care and waste	38,485	40,948
Speech and physio Therapy	90	(33)
Other direct charitable costs	45,176	55,378
Depreciation	27,411	27,424
Interest payable & similar charges	144	219
	1,130,228	1,064,896
Central overhead	134,484	121,869
	1,264,712	1,186,765

4. Income from Investments

Represents bank interest received from deposits

5. Other Income

For 2022 this relates primarily to £65,832 of payments from HMRC in respect of the furlough scheme (2021 - £455,710) . The balance for 2022 and all of 2021 comprises payments for ad hoc photocopying undertaken for a local community organisation.

6. Central costs

	31/03/2022	31/03/2021
	£	£
Central costs by cost type		
Management wages	89,954	111,938
Auditors' remuneration	6,660	6,600
General insurance	8,675	6,732
Finance costs	170	280
Depreciation	4,571	4,688
Other management costs	53,622	23,847
PR and publicity	23,827	22,560
	187,479	176,645
Central costs by function		
General office costs	36,431	34,735
Management and admin support	72,503	75,785
Accounts including payroll	35,761	37,762
Facilities management	1,801	6,605
Minibuses	17,156	(803)
Corporate expenses (audit, finance and insurance costs)		1
Fundraising	23,827	22,560
Total central costs	187,479	176,645

The charity's expenditure includes Central costs as shown above. These costs are allocated to the Charity's activities on the bases shown below.

These costs have been allocated on the following basis

	Central	Fundraising	Day sevices
	£	£	£
Chief executive	(35,510)	5,168	5,168
Fundraising team - PR and communications activities		(12,051)	(12,051)
	(35,510)	(6,883)	(6,883)

Cost Allocation model

	General office costs	Mgmt and admin	Accounts	Facilities	Minibuses	Corporate	Total central costs 2022	Total central costs 2021	Fundraising team
Costs to be allocated									
Auditors' remuneration			6,660				6,660	6,600	
General insurance	8,675						8,675	6,732	
Finance costs	170						170	280	
Depreciation	2,771				1,800		4,571	4,688	87
Other management costs	24,815	72,503	29,101	1,801	15,356		143,576	135,785	62,675
Direct costs	36,431	72,503	35,761	1,801	17,156		163,652	154,085	62,762
Central use of office costs	(20,037)	10,201	5,100	4,736					9,108
Management		(22,322)	14,656	7,666					17,946
	16,394	60,382	55,517	14,203	17,156		163,652	154,085	89,816
Accounts			(12,204)	7,058		5,146			5,490
Facilities				(4,226)	4,226				0
PR and publicity						23,827	23,827	22,560	(23,827)
	16,394	60,382	43,313	17,035	21,382	28,973	187,479	176,645	71,479
Corporate overhead									
									71,479

Allocated to	General office costs	Mgmt and admin	Accounts	Facilities	Minibuses	Corporate	Total central costs 2022	Total central costs 2021
Day Services		20,588	28,461	11,357	21,382	21,225	103,013	89,899
Music Therapy	7,286	10,705	4,142	487		2,021	24,641	24,878
Teenage scheme		4,386	1,446	324		674	6,830	7,092
	7,286	35,679	34,049	12,168	21,382	23,920	134,484	121,869
Fundraising	9,108	17,946	5,490				32,544	32,951
Shop expenses		6,757	3,774	4,867		5,053	20,451	21,825
	16,394	60,382	43,313	17,035	21,382	28,973	187,479	176,645
Allocation basis	*Space*	*Est mgmt time*	*Estimated use of key activities*	*Estimated use of key activities*	*No of minibuses*	*%age of revenue*		

7. Net incoming/(outgoing) resources

	31/03/2022	31/03/2021
	£	£
Net resources are stated after charging/(crediting):		
Auditors' remuneration	6,660	6,600
Depreciation - owned assets	32,070	32,223

8. Trustees' remuneration and benefits

There were no trustees' remuneration or other benefits for the year ended 31 March 2022, nor for the year ended 31 March 2021. One Trustee is normally reimbursed for travel expenses but there were no expenses incurred in the year

Trustees' Expenses	31/03/2022	31/03/2021
One Trustee is reimbursed for travel expenses for undertaking the following voluntary duties		
Stock rotation amongst the shops		
Collection/drop money boxes to local supporter sites		
General support for admin and day service functions		
There were no other payments of trustee expenses		

9. Staff Costs

	31/03/2022	31/03/2021
	£	£
Wages and salaries	1,009,604	974,573
National Insurance contributions	36,531	48,867
Pension contributions	23,511	19,913
Temporary staff paid via Agency	11,190	11,190
Staff Costs	1,080,836	1,054,543

There were no employees with emoluments of £60,000 or more (2021 £nil). Key management personnel comprise the Trustees and the executive director. The executive director's employment benefits were £37,246 (2021 £38,026)

A workplace pension scheme was established on the 1st August 2015. Contributions to the scheme are based on a percentage of salary in line with the minimum requirements. For the period 1st April 2018 to 31st March , this was 2% from Parity and 3% from the employee. The contribution rate increased from the 1st April 2019 to 3% for employer and a minimum of 5% from the employee. There is also an additional contribution made in line with one employee's remuneration arrangements.

The average monthly number of employees during the year was as follows:

Direct charitable work	46	51
Shops	7	8
Fundraising	3	2
Administrative	3	5
	59	65

In addition there 113 volunteers working in the shops, fundraising and assisting with the charitable work - the teen scheme was not run during the year.

10. Tangible fixed assets

	Freehold property £	Furniture & equipment £	Motor vehicles £	Total £	Restricted Assets £
Cost or valuation					
As at 31st March 2021	230,000	233,589	124,165	587,754	262,079
Additions		3,681		3,681	2,700
Disposals					
as at 31st March 2022	230,000	237,270	124,165	591,435	264,779
Depreciation					
As at 31st March 2021	27,600	164,089	80,680	272,369	167,261
Charge for year	4,600	14,636	12,834	32,070	23,335
Eliminated on disposal					
as at 31st March 2022	32,200	178,725	93,514	304,439	190,596
Net Book Value					
As at 31st March 2021	202,400	69,500	43,485	315,385	94,818
as at 31st March 2022	197,800	58,545	30,651	286,996	74,183

The freehold property 94 Whetstone Road, Farnborough, the mini-buses, shop and fundraising equipment are all used directly for charitable purposes, the remaining assets being used in the management and administration of the charity.

The freehold was last revalued in October 2013 by Clare & Co on an open market basis.

(i) Cost or valuation at 31 March 2016 is represented by:

Cost	158,478
Revalution in 2006	76,522
Revalution in 2013	(5,000)
	230,000

Rather than incur the ongoing costs of a professional revaluation, in accordance with FRS 102 transitional accounting regulations, the Trustees have opted for a policy of depreciating the freehold based on the last recorded valuation of £230,000 with effect from 1st April 2016.

11. Debtors and amounts falling due within one year

	31/03/2022 £	31/03/2021 £
Trade debtors	126,630	97,630
Other debtors	16,556	47,467
	143,186	145,097

12. Creditors: Amounts falling due within one year

	Unrestricted funds £	Restricted funds £	31/03/2022 £	31/03/2021 £
Bank loans & overdrafts	3,808		3,808	3,768
Trade creditors	15,155		15,155	9,261
Taxation & social security	4,126		4,126	10,731
Other creditors	322,147		322,147	278,390
	345,236		345,236	302,150

Other creditors includes a provision for £255,049 in respect of surplus funding from Local Authority and CCG funders covering the period 1st April 2020 to 30th September 2021. These funds are being offered back to funders either through direct payment or as a discount on fees.

13. Creditors: Amounts falling due after more than one year

	31/03/2022 £	31/03/2021 £
Bank loans	14,751	18,173
Amounts falling due in more than five years:		
Repayable by instalments:		
Bank loans more than 5 yr by instalments		3,101

14. Secured debts

The following secured debts are included within creditors:

	31/03/2022 £	31/03/2021 £
Bank loans	18,559	21,941

The bank loan totalling £18,559 at 31 March 2022 is a commercial mortgage with a final repayment in 2027, and is secured upon the charity's freehold property.

15. Analysis of changes in Net debt

	Balance at 1 April 2021 £	Cash-Flows £	Balance at 31 March 2022 £
Cash	615,429	79,107	694,536
Loans falling due within one year	(3,768)	(40)	(3,808)
Loans falling due after more than one year	(18,173)	3,422	(14,751)
	(21,941)	3,382	(18,559)
Total	593,488	82,489	675,977

16. Calculation of Net free reserve

	31/03/2022	31/03/2021
	£	£
Total accumulated Funds per Balance sheet	764,731	755,588
Less restricted fund balances	(193,842)	(213,738)
Unrestricted funds	570,889	541,850
Less fixed assets		
Fixed assets	(286,996)	(315,385)
Add back restricted fixed assets	72,655	94,818
Add mortgage over 1 year	14,751	18,173
	(199,590)	(202,394)
	371,299	339,456

17. Operating Lease commitments

A 25 year operating lease over 23 Salisbury Grove, Mytchett was signed on 21st December 2014. The lease over 93 Whetstone Road was renewed in 2019 for ten years. The current lease on 92 Whetstone Road expires in 2022 and is expected to be renewed. The lease on the Frimley shop expired in November 2020 and was not renewed. The current leases on the other two shops have between 1 and 3 years to run. While not subject to a formal lease Parity rents the church hall at St Martins. In addition, Parity leases a number of photocopiers. Total commitments under non-cancellable operating leases as at 31st March 2022 were as follows

	31/03/2022	31/03/2021
	£	£
Annual commitments		
0-1 Year	92,470	99,470
1-5 years	231,679	262,249
More than 5 years	532,892	582,792

18. Movement in funds

	Balance at 31/03/2021 £	Net movement in funds £	Balance at 31/03/2022 £
Unrestricted funds			
General fund	469,728	29,039	498,767
Freehold revaluation and fair value reserve	72,122		72,122
	541,850	29,039	570,889
Restricted funds - Fixed assets			
Whetstone Road - Fixed Assets	20,743	(3,844)	16,899
St Martins - fixed assets	6,857	(1,247)	5,610
Salisbury Grove - fixed assets	27,425	(6,152)	21,273
New minibus	39,419	(11,033)	28,386
	94,444	(22,276)	72,168
Restricted funds			
Whetstone Road	16,292	(1,413)	14,879
St Martins	11,995	781	12,776
Salisbury Grove	5,614	1,820	7,434
Minibus running expenses		5,000	5,000
Music therapy	2,144	9,348	11,492
Therapy	3,593	105	3,698
Day service funds	6,003	476	6,479
Musical instruments	373		373
Teen Activity Scheme	100		100
CoVid Grants	26,230	(25,537)	693
Restricted donations into new building fund	46,950	11,800	58,750
	119,294	2,380	121,674
TOTAL FUNDS	755,588	9,143	764,731

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Net movement in funds £
Unrestricted funds			
General fund	1,406,179	1,377,140	29,039
Freehold revaluation and fair value reserve			
	1,406,179	1,377,140	29,039
Restricted funds - Fixed assets			
Whetstone Road - Fixed assets		3,844	(3,844)
St Martins - fixed assets		1,247	(1,247)
Salisbury Grove - fixed assets		6,152	(6,152)
New minibus		11,033	(11,033)
		22,276	(22,276)
Restricted funds			
Whetstone Road	757	2,170	(1,413)
St Martins	1,245	464	781
Salisbury Grove	1,820		1,820
Minibus running expenses	5,000		5,000
Music therapy	9,348		9,348
Therapy	105		105
Day service funds	12,420	11,944	476
Musical instruments			
Teen Activity Scheme			
CoVid Grants	10,311	35,848	(25,537)
Restricted donations into new building fund	11,800		11,800
	52,806	50,426	2,380
TOTAL FUNDS	1,458,985	1,449,842	9,143

19. POST BALANCE SHEET EVENTS

We are in communicating with our funders on how we repay the surplus funding, in a number of cases this will be achieved by adding a discount to ongoing fee invoices.

20. GENERAL INFORMATION

Parity for Disability is a Limited by guarantee Charitable Company Incorporated in England & Wales. The Registered Offices is 94 Whetstone Road, Cove, Farnborough, Hampshire GU14 9SX

PARITY

For People With Multiple Disabilities

PARITY FOR DISABILITY
94 Whetstone Road,
Cove,
Farnborough,
Hants GU14 9SX

Tel/Fax: 01252 375581
http://www.parityfordisability.org.uk/

REGISTERED COMPANY NUMBER: 3584503 (England and Wales)
REGISTERED CHARITY NUMBER 1071571

PARITY FOR DISABILITY

England & Wales - Charity number 1071571

Accounts

PARITY FOR DISABILITY

Annual Report and Accounts
for the year ended 31 March 2021



For People With Multiple Disabilities

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Chairman's report

As the year started we were just beginning to understand the impact of the Covid-19 pandemic and our response manifested itself in the organisation setting itself three key objectives:

1. To continue to contribute to the wellbeing of all students and staff whilst fully complying with government rules in place to combat the Covid-19 virus.
2. To ensure the financial survival of the charity through the period of the pandemic.
3. To get agreement from funders of a sufficient rise in fees to ensure the long term viability of the charity post Covid-19.

The first was achieved thanks to the magnificent efforts of the staff who, at an early stage, devised many activities that could be made available over the internet which was then delivered by a small management team. The staff continued to work hard responding to the changing government requirements providing a much valued service to the students.

The second was achieved thanks to the unprecedented support of the government job retention scheme and other grants as well as the high level of financial support from local authorities, CCGs and other founders.

The third was largely achieved once a small project team was established in late December and worked to define the required fee increases and share that justification with funders. By the end of the period many funders had agreed to the new level of fees, albeit in some cases over a two year period.

The changing environment on the provision of services to the disabled community has led to an increase in the demand for Parity's services and the priority for the charity is to find additional premise , at sensible cost, to enable expansion.

Parity has come through a most difficult year and, as the pandemic end is in sight, looks to the future, maintaining a sound financial position and growing to meet the demands of those with multiple disabilities.

My personal, and the Board's thanks and appreciation go to all the staff and volunteers who have continued to support Parity in its objectives – without them the future of Parity would have been in doubt. Throughout this period they have exemplified the reasons for the charity being honoured with the Queens Award for Voluntary Service.

Owen Durrett
Chairman
July 2021

Trustees Report for the year ended 31st March 2021

Directors and Trustees

TRUSTEES (i)	Mr J.O Durrett	Chairman
	Mr P Roper	Deputy Chairman
	Mr D Turnidge	Treasurer
	Cllr B Blewett (ii)	Hart DC Representative
	Miss C Brunton	
	Mr M Hassett	
	Mr A Horton	Resigned 29/9/2020
	Mr S Masterson	Rushmoor BC Representative
	Mr C Porter	
	Mr K Smith	
	Mrs H Whitcroft	Surrey Heath BC representative
EXECUTIVE DIRECTOR	Ms A Cooper	
SECRETARY	Ms A Cooper	

(i) All Trustees are directors of the Company

(ii) Mr Blewett is a Trustee in his own right as well as acting as the Hart District Council representative

Legal and Administrative Details

REGISTERED OFFICE	94, Whetstone Road Cove, Farnborough, Hampshire GU14 9SX
REGISTERED NUMBER	3584503 (England and Wales)
CHARITY NUMBER	1071571
AUDITORS	Edwin Smith Chartered Accountants Statutory Auditor 32 Queens Road Reading RG1 4AU
SOLICITORS	Bradleys Solicitors 76, Frimley High Street, Frimley, Surrey
BANKERS	COIF Charities Deposit Fund, St Alphage House, 2 Fore Street, London CAF Bank Limited 25 Kings Hill Avenue, Kings Hill, West Malling, Kent HSBC 30 Princes Mead Shopping Centre, Farnborough, Hampshire Triodos Bank Deanery Road, Bristol

Structure, Governance and Management

Governing Document

Parity For Disability is a company limited by guarantee governed by its Memorandum and Articles of Association dated 1 October 1998 and amended to its current name on 16 July 2001. It is registered as a charity with the Charity Commission.

With the exception of its employees, membership is open to all those interested in supporting the Charity's objective.

Organisation

The charity is administered by the Board of Trustees; during the 2020/2021 financial year there were eleven Trustees with one trustee resignation. The Articles of Association make provision for a minimum of three trustees and allow the maximum number to be determined by the Board of Trustees.

The Board normally meets once every two months, however, meetings via zoom have been more frequent during the pandemic . There are sub-committees covering finance and management, operations, services and the organisation's charity shop operation.

The Executive Director is appointed by the Trustees to manage all aspects of the Charity. To facilitate effective operations, the Executive Director has delegated authority, within terms of delegation approved by the Trustees, for operational matters.

Appointment of Trustees

As set out in the Articles of Association Trustees of the Board of Trustees are selected by the membership at the Annual General Meeting. Trustees serve for a period of three years but one third of the Executive must retire by rotation, however retiring Trustees may offer themselves for re-election.

Rushmoor Borough Council, Hart District Council and Surrey Heath Borough Council may each nominate one representative. At this time the Hart District Council representative is also Trustees in his own right.

The Trustees have the power to co-opt members to the board; however co-opted Trustees must offer themselves for election at next Annual General Meetings. All members are invited to nominate Trustees prior to the AGM.

The Board of Trustees has assessed the range of specialist skills that are required for it to effectively perform its duties. It actively seeks suitable prospective trustees to ensure this requirement is satisfied.

Trustee induction and training

Induction training is provided for all new Trustees to ensure that the strong philosophy and ethos of the organisation is understood and accepted. They are briefed on their legal obligations under charity and company law, the content of the Memorandum and Articles of Association, the legislation affecting disabled people, the committee and decision-making processes, the business plan and recent financial performance of the charity.

As part of the induction process, all new Trustees are given disability awareness training and are required to spend time in each of the service provisions, meet the other Trustees, key employees and volunteers.

The need for external training is assessed and provided as appropriate.

Related parties

Mr Andrew Horton stepped down as a trustee on the 29th September 2020 to take on a temporary contract as a project manager to support a project to engage with our customers to agree fee increases. Charity Commission approval was sought in line with their requirements.

The Impact of Coronavirus on the Charity

The pandemic has had a significant impact on the charity. The day services were closed on the 23rd March 2020 following advice from the local authority. A small team was retained to ensure management, communications and finance operations were maintained with other staff put on furlough. During the lockdown Parity stayed in constant touch with our students. A small team was also set to develop a remote service to support students during the lock down, which proved very popular. This was eventually extended to include garden and home visits and the service remains in place for those that were not able to return to the service. The service partially reopened on the 3rd August on a socially distanced basis. The service closed again at the beginning of January except for a small number of students with critical needs, before reopening again at the beginning of April on a socially distanced basis. Our shops followed a similar story. The summer holiday teen scheme was cancelled.

Parity has received unprecedented support from our local authority and CCG customers. In many cases they continued to pay us their normal fee, even when the service was closed. We have also received substantial support from the government. All other staff were placed on furlough and advantage taken of the job retention scheme. The combined support from the government and our customers for the year has exceeded our costs. Consequently we have made provision in these accounts to rebate excess fees back to our customers.

Risk management

The Trustees have a risk management strategy, which comprises:

- an annual review of the risks the Charity may face
- the establishment of systems and procedures to mitigate those risks identified in the plan
- the identification of procedures required to minimise any potential impact on the charity should those risks materialise

The key risks Parity faces are :

Financial

Fee levels - Parity's day services require a high staffing ratio which means our overall cost base is driven by salary costs. Increases in the minimum living wage in recent years have not been matched by fee increases. Parity has engaged with its funders and have been able to agree fee increases from April 2021 which will ensure short term viability. However, challenges remain as the minimum living wage is set to continue to increase significantly in line with Government policy while local authority funding faces cuts.

Loss of students - Meeting the needs of our students requires a high staff to student ratio. Student losses can result in short term increases in costs until either a new student is in place or staffing levels are adjusted. We aim to mitigate this risk by maintaining and managing a pipeline of new students.

Closure of the day services - The Coronavirus epidemic resulted in the temporary closure of our three day services. In this instance we received tremendous short term support from our funders as well as the government through the furlough scheme. While it did not cover the Coronavirus closure, we do have insurance that covers most other closure scenarios. The trustees will continue to develop contingency planning to be better prepared should we be forced to close in the future.

Voluntary Income - Our funders will not pay for key added value services, such as speech and physiotherapies. We have recently decided in a change to our strategy to deliver these services which includes utilisation of NHS specialist resources.

Our fundraising strategy is to maintain a mix of income streams including shops, company, community and individual donations, events and grantmaking bodies. We aim to maintain sufficient reserves to offset any short term funding shortfalls.

The Corononavirus epidemic has had a significant impact on our fundraising activities, including the closure of our charity shops. To an extent this has been mitigated by the departure of staff providing in house therapies.

Maintaining Reserves - The charity requires adequate reserves to mitigate against the uncertainty of fund raising, potential losses of students and other unexpected events - such as the coronavirus epidemic. They are also necessary to fund improvements to the service such as the increasingly urgent need to migrate the St Martins service to a more appropriate location.

Financial mismanagement and control failures - While there are strong controls over the bank accounts, full segregation of duties is difficult because of the small team. Risks are mitigated through a combination of regular financial review by management and procedures and controls.

Performance and Management

Service levels - Failure to maintain the quality of our service puts both our reputation and our day services at risk. We mitigate this risk through management oversight, careful staff recruitment, ongoing training and comprehensive policies and procedures. While Parity's day services are currently outside the scope of the Care Quality Commission (CQC) a lot of work has gone into ensuring our service meets CQC standards.

Professional negligence/staff misconduct - both within the day service and corporate level. The controls around service levels are designed to minimise this risk which is also mitigated through insurance.

Staff – we are totally dependent on our staff to maintain the quality of our service. We recruit carefully to ensure that our staff are committed to Parity's standards. In common with most of the care sector our salaries are competitive rather than generous which makes staff retention an ongoing challenge.

Operational

Appropriate premises and facilities – the expectations of our students have increased in recent years with the use of technology. This is particularly relevant for the St Martins day service which is delivered out of a church hall where staff have to lay out and pack away all equipment every day. We are looking to move this service to more suitable premises as soon as finances allow.

Loss of premises/equipment failure – there is insufficient capacity to accommodate one of the day services in the other two services for anything longer than a day or two. We mitigate against this risk by regular health and safety checks and ongoing maintenance of our buildings and equipment. We are insured against fire, theft and business losses.

Information Technology is important but not critical to Parity's operations. We mostly use standard office applications and our systems are maintained, secure and regularly backed up.

Objectives and activities

The Charity's Objective as stated in the Memorandum of Association is "To promote the care welfare, interest, treatment, education and advancement of adults and children with cerebral palsy or a related disability or other severe or multiple disabilities."

The Charity's vision is a society where

- The equality, rights and dignity of children and adults with profound and multiple disabilities are understood and fully accepted
- People with multiple disabilities are afforded the opportunity to explore their potential
- People with multiple disabilities become an integral part of their community

The Charity's mission is "Excellence in services and support for children and adults with multiple disabilities, their families and carers." The charity aims to provide pioneering services that are completely responsive to the needs of an individual, their families and carers in order to help them achieve their potential and enjoy a quality of life that others take for granted. The philosophy of the service has the tenets of Equality, Rights and Dignity.

Parity for Disability service provision consists of:

- Day services in Farnborough, Camberley and Mytchett
- Music therapy service
- Easter and Summer Teenage activity scheme
- Where appropriate outreach support for the student
- Where possible to provide information and support

Achievements and performance

During the year, in line with the business plan, the Charity achieved the following under each of the main strands:

1. To maintain and enhance the quality of our pioneering services

In response to the March lockdown, a key team developed an extensive remote service including phone, post, video and internet contact, garden visits and PPE deliveries. The Parity At Home website evolved to include ideas, resources, films and live streams as well as a comprehensive diary encompassing offerings from other organisations. The services all embraced digital developments, which will undoubtedly drive further service development and innovation.

Work practices were adapted to allow students to return to Covid secure environments from August, while the outreach service continued.

A consultation in September revealed the full effects of the lockdown on students and their families and provided evidence of the vital need for our services.

Following the extensive Health and Safety audit and review, a specialist HR company were commissioned to review staff contracts, handbooks, policies and procedures and provide advice.

2. To ensure a sustainable financial position

Unrestricted funds were overall break even for the year but there was a surplus of £45,287 in restricted funds. In the circumstances this is a good outcome which has only been achieved due to the support of our customers and the government. More importantly we have been successful in negotiating fee increases which should improve our ongoing viability.

3. To build purpose-designed premises in which we can provide and expand high quality services, which are responsive to the specific needs of the person

We continued to explore potential new sites for expansion of our specialist day services as the waiting list continues to grow. Lack of affordable premises meeting our requirements continues to be a barrier, despite renewing efforts and securing the assistance of a local expert.

4. To publicise and promote awareness

The website 'At Home' resources attracted widespread attention and expanded the charity's reach beyond its usual stakeholders. The local News and Mail covered Parity extensively during 2020-21, with stories about the outreach service, the day services re-opening, the Visilift purchase and a donation from the Farnborough Rotary. PMLD Link journal published an article about the feedback from Parity's lockdown consultation. We made contact with a new PMLD expert organisation, NAC Wellbeing, and provided participants for a focus group to assist with the development of their offering.

We maintained regular contact with supporters through updates on social media and newsletter mailings. The nationwide 2.6 challenge drew significant participation from students, families, carers, staff and supporters. The Queen's Award for Voluntary Service logo appears across all materials and continues to attract respect and confidence in the charity.

Financial position and Reserves

Unrestricted funds were overall break even for the year with a surplus of £45,287 in restricted funds.

The Charity's reserves policy focuses on the level of "free" reserves. Free reserves exclude restricted funds and also that part of general funds used to acquire fixed assets.

The Charity retains "free" reserves for two main reasons:

i) To manage the risk to which the charity is exposed in the course of its business (including safeguarding activities) funded by volatile voluntary income streams or by other sources that may be reduced or withdrawn.

ii) To finance future plans in line with the charity's aims and strategic vision. This is primarily concerned with the acquisition of dedicated premises and development of services.

The Directors and Trustees consider that in order to meet these needs, and to operate effectively, the Charity needs sufficient reserves to cover between 2 and 4 months of expenditure. Based on normal unrestricted expenditure of £1.6 million this equates to reserves between £250,000 and £500,000.

Free reserves fell by £7,219 to £339,456 at 31st March 2021 (compared with £332,238 at 31st March 2020) which is towards the lower end of the range of the free reserves the Trustees consider necessary. The Directors and Trustees will seek to continue rebuilding reserves following successful fee negotiations and the hoped post pandemic return to normality.

Cash reserves are placed in interest bearing deposits with HSBC, CAF Bank and longer-term deposits with Charities Official Investment Fund (COIF).

Remuneration Policy

The charity aims to pay competitive salaries to its staff based on the role undertaken. Staff are paid a basic salary plus overtime as appropriate. Increases in the minimum living wage means that keyworkers moved to the minimum living wage in April 2020. The charity operates a workplace pension scheme where relevant staff are automatically enrolled. In line with the minimum legal requirement, employer and employees contribute 3% and 5% of earnings respectively to the pension fund.

The executive director makes salary recommendations to the Trustees for approval. This is broadly based against market rates and affordability. The executive director's remuneration is determined by the trustees based on the joint recommendation of the Chairman, Vice Chairman and Treasurer.

None of the Trustees are remunerated and, with the exception of one trustee, are not reimbursed for expenses. In normal years one trustee is reimbursed for travelling expenses incurred in undertaking voluntary activities including stock rotation amongst the shops and in fund raising activities. However, no such expenses were incurred during the year.

Plans for future periods

1. We will work to ensure that our services meet the demands of the crisis and that all necessary services can adapt and continue as restrictions lift and we gradually resume regular operations.
2. While working to achieve the necessary fee income to cover all our costs, we will not lose sight of the aims of the charity as laid out in Parity's governing documents, to provide quality services that meet the needs of people with multiple disabilities.
3. From home, students have been enthusiastically taking part in live learning activities with staff and other students, families and carers. The crisis has shown a continued need for services that stimulate and promote inclusion.
4. We will be shaping additional services, developing our digital capabilities and further resources to meet the needs of all students as far as possible, whether attending a day service or participating from home.

5. We will continue our efforts to ensure that the voice of people with PMLD is represented as widely as possible.

Charity Objectives

Parity for Disability is dedicated to transforming lives. Without the right support, the life of a person with multiple disabilities becomes limited and lonely. Meaningful social contact, learning, achieving and experiencing the world all become impossible.

- Parity's services are there for people with multiple disabilities, their families and carers. Parity's mission is: Excellence in services and support for children and adults with multiple disabilities, their families and carers
- To provide pioneering services that are completely responsive to the needs of an individual in order to help them achieve their potential

Charitable Purpose

Within the Charity Commissions guidance on charitable purposes the charity work is defined under two main headings.

(i) The relief of those in need by reason of disability

(ii) The promotion of equality and diversity

Public Benefit

The Trustees have complied with the Charities Act 2011, with regard to the Charity Commission guide on public benefit. The key benefits are outlined below.

Identifiable Benefits and relationship with charitable aims

(i) Provision of day services

The day services are designed to address the needs of adults aged 18+. All the people using the service have significant physical and learning disabilities, often with sensory impairments and need support with communication. All students need substantial support in all aspects of daily life.

Each student has an individual program plan designed to:-

- help each person to reach their individual potential by addressing their intellectual, physical and emotional needs
- give each person access to a quality of life often taken for granted by their non-disabled peers
- give access to the wider community
- provide the service in an environment of equality, rights and dignity

(ii) Music Therapy Service.

This service addresses the needs of children and adults of all ages with a wide range of complex conditions. Highly skilled music therapists assess each person's needs and develop an approach specifically designed for that person.

(iii) Teenage Activity Scheme

This service meets the need of teenagers with profound and multiple disabilities during the Easter and summer school vacations. They are paired with a non-disabled peer and encouraged to make choices about activities in which they wish to participate, these frequently include accessing the wider community.

(iv) Raising Awareness

There is a continuing and very worrying lack of awareness about children and adults with profound and multiple disabilities and their needs. The charity works by various means to raise public awareness of the needs of this group of disabled people.

These benefits are in line with the Charity's Memorandum of Association which states that in furtherance of the charitable objects the charity may:-

- provide maintain and conduct clinics treatments and training centres and workshops educational facilities playschools nurseries employment centres holiday camps and homes clubs hostels and other foundations
- provide and encourage the provision of the facilities for diagnosis, medical physical and surgical treatment with all necessary appliances physiotherapy, speech therapy and education
- collect and disseminate information relating to the care education treatment and rehabilitation of people with cerebral palsy and related disabilities or other unrelated severe and multiple disabilities

Benefits must be balanced against any detriment or harm

The Charity is not aware of any detriment or harm that results from its charitable work.

Benefits must be appropriate to the aims

Services are available to all children and adults with profound and multiple disabilities provided they can benefit from them. Experience has shown that provision for people with very challenging behavior would best be made in a dedicated Centre, however we do not currently have the financial resources to start such a Centre.

Benefit to a section of the public. The opportunity must not be unreasonably restricted by geographical or other restrictions or by ability to pay any fee charged.

There are no geographical restrictions only the distance that is reasonable to expect a person to travel in order to access the service.

Part of the cost of the day and teenage activity services is met directly by statutory services or by the individuals themselves, if they are in receipt of direct payments from social services. The remainder of the costs including all the cost of therapies is met by fundraising.

A fee for music therapy is charged, however the charity fundraises specifically to supply places for families who are unable to pay.

People in poverty must not be excluded from the opportunity to benefit

The funding mechanisms described above ensure families in poverty are not excluded and we try to maintain a hardship fund to assist families who need help.

Any private benefits must be incidental

There are no private benefits.

Trustees' responsibilities in relation to the financial statements

STATEMENT OF DIRECTORS' AND TRUSTEES' RESPONSIBILITIES

The Directors and Trustees are responsible for preparing the Directors and Trustees' Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Directors and Trustees to prepare financial statements for each financial year. Under that law the Directors and Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law), including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

Under company law the Directors and 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 charity and of the surplus or deficit profit or loss of the charity for that period. In preparing the financial statements the Directors and Trustees are required to:

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the Charities SORP
- make judgements and estimates that are reasonable and prudent
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements, and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business

The Directors and Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

STATEMENT OF DISCLOSURE OF INFORMATION TO AUDITORS

The Directors and Trustees of the company who held office at the date of approval of this annual report confirm that:

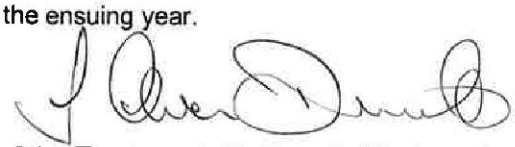
- so far as they are aware, there is no relevant audit information of which the company's auditors are unaware; and
- they have taken all the steps that they ought to have taken as Directors and Trustees in order to make themselves aware of any relevant audit information and to establish that the company's auditors are aware of that information.

SMALL COMPANY RULES

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

AUDITORS

A resolution will be proposed at the Annual General Meeting that Edwin Smith be re-appointed as auditors to the charity for the ensuing year.



By order of the Trustees J. O. Durrett (Chairman)

24th September 2021

Report of the Independent Auditors to the Trustees of Parity For Disability

Opinion

We have audited the financial statements of Parity for Disability (the "Charity") for the year ended 31 March 2021 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the Charity's affairs as at 31 March 2021 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- 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 Charity 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 director's 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 charity's ability to continue as a going concern for a period of at least 12 months from when the financial statements are authorised for issue.

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

Other Information

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

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are

required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report.

We have nothing to report in respect of the following matters in relation to which the Charities Act 2011 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;
- the financial statements are not in agreement with the accounting records and returns;
- we have not obtained all the information and explanations necessary for the purposes of our audit;
- the directors were not entitled to take advantage of the small companies exemption from the requirement to prepare a strategic report.

Responsibilities of the trustees

As explained more fully in the trustees' responsibilities statement (set out on page 14), the trustees 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 they 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 Charity'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 Charity or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

The trustees have elected for the financial statements to be audited in accordance with the Charities Act 2011 rather than the Companies Act 2006. Accordingly, we have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

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 extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud.

The objectives of our audit in respect of fraud, are to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the company.

Our approach was as follows:

• We obtained an understanding of the legal and regulatory requirements applicable to the Charity and considered that the most significant are the Companies Act 2006, the Charities Act 2011, UK financial reporting standards as issued by the Financial Reporting Council and UK taxation legislation.

• We obtained an understanding of how the Charity complies with these requirements by making enquiries with management and those charged with governance. We corroborated our enquiries through our review of the Trustees' meeting minutes.

• We assessed the susceptibility of the financial statements to material misstatement, including how fraud might occur by considering the key risks impacting the financial statements and documenting the controls that the Charity has established to address risks identified, or that otherwise seek to prevent, deter or detect fraud. In our assessment we considered the risk of management override. Our audit procedures included testing manual journals, including segregation of duties.

• We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.

• Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

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

Use of our report

This report is made solely to the Charity's trustees, as a body, in accordance with section 144 of the Charities Act 2011 and the regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the Charity's trustees 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 Charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Edwin Smith

Chartered Accountants

Statutory Auditor

32 Queens Road

Reading

RG1 4AU

Date 28/9/2021

Edwin Smith is eligible to act as auditor in terms of section 1212 of the Companies Act 2006

Statement of Financial Activities

for the Year Ended 31 March 2021

	Notes	Unrestricted funds £	Restricted funds £	31/03/2021 Total funds £	31/03/2020 Total funds £
INCOME					
Donations and legacies		70,635	110,850	181,485	122,263
Other Trading activities		77,571		77,571	156,832
Income from Fundraising and Trading activities	2	148,206	110,850	259,056	279,095
Income from charitable activities	3	732,574		732,574	1,280,865
Income from Investments	4	66		66	341
Other income	5	456,348	2	456,350	18
Total income		**1,337,194**	**110,852**	**1,448,046**	**1,560,319**
EXPENDITURE					
Raising funds	2,6	215,994		215,994	231,717
Charitable activities	3,6	1,121,200	65,565	1,186,765	1,346,049
Total Expenditure		**1,337,194**	**65,565**	**1,402,759**	**1,577,766**
Net income/(expenditure)	7		**45,287**	**45,287**	**(17,447)**
Transfers between funds					
Net movement in funds			**45,287**	**45,287**	**(17,447)**
RECONCILIATION OF FUNDS					
Total funds brought forward		541,850	168,451	710,301	727,748
TOTAL FUNDS CARRIED FORWARD		**541,850**	**213,738**	**755,588**	**710,301**

Balance Sheet

for the Year Ended 31 March 2021

	Notes	Unrestricted funds £	Restricted funds £	31/03/2021 Total funds £	31/03/2020 Total funds £
FIXED ASSETS					
Tangible assets	10	220,567	94,818	315,385	319,697
CURRENT ASSETS					
Debtors	11	145,097		145,097	144,984
Cash at bank and in hand	15	488,541	126,888	615,429	337,920
		633,638	126,888	760,526	482,904
CREDITORS					
Amounts falling due within one year	12	(294,182)	(7,968)	(302,150)	(70,941)
NET CURRENT ASSETS		339,456	118,920	458,376	411,963
TOTAL ASSETS LESS CURRENT LIABILITIES		560,023	213,738	773,761	731,660
CREDITORS					
Amounts falling due after more than one year	13	(18,173)		(18,173)	(21,359)
NET ASSETS		541,850	213,738	755,588	710,301
FUNDS					
Unrestricted funds	18			541,850	541,850
Restricted Funds	18			213,738	168,451
TOTAL FUNDS				755,588	710,301

Balance Sheet - continued

As at 31 March 2021

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2021.

The members have not deposited notice, pursuant to Section 476 of the Companies Act 2006 requiring an audit of these financial statements.

The trustees acknowledge their responsibilities for

- Ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its income and expenditure for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company

These financial statements have been audited under the requirements of Section 154 of the Charities Act 2011.

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

The financial statements were approved by the Board of Trustees on 24th September 2021 and were signed on its behalf by:



J.O. Durrett – Chairman

Statement of cash flows

for the Year Ended 31 March 2021

	Notes	Unrestricted funds £	Restricted funds £	31/03/2021 Total funds £	31/03/2020 Total funds £
Net cash provided by (used in) operating activities		230,443	76,304	306,747	1,862
Cash flows from investing activities					
Interest income		66		66	341
Proceeds from the sale of property, plant and equipment		3,610		3,610	3,940
Purchase of minibuses and equipment		0	(29,141)	(29,141)	(50,295)
Net cash provided by (used in) investing activities		**3,676**	**(29,141)**	**(25,465)**	**(46,014)**
Cash flows from financing activities					
Repayments of borrowing		(3,773)		(3,773)	(4,178)
Net cash provided by (used in) investing activities		**(3,773)**		**(3,773)**	**(4,178)**
Change in cash and cash equivalents in the reporting period		**230,346**	**47,163**	**277,509**	**(48,329)**
Cash and cash equivalents at the beginning of the reporting period (see note below)		**258,195**	**79,725**	**337,920**	**386,249**
Cash and cash equivalents at the end of the reporting period	15	**488,541**	**126,888**	**615,429**	**337,920**
Change in cash and cash equivalents in the reporting period		**230,346**	**47,163**	**277,509**	**(48,329)**

Reconciliation of net income/(expenditure) to net cash flow from operating activities

Net income/(expenditure) for the reporting period (as		45,287	45,287	(17,447)
Adjustments for:				
Add back Depreciation charges	10,084	22,138	32,223	40,216
Add back profit in the sale of property, plant and equipment	(3,291)	911	(2,380)	(2,806)
Add back Interest income	(66)		(66)	(341)
Add back Interest expense	499		499	615
(Increase)/decrease in debtors	(113)		(113)	(26,325)
Increase/(decrease) in creditors	223,329	7,968	231,297	7,950
Net cash provided by (used in) operating activities	**230,443**	**76,304**	**306,747**	**1,862**

Notes to the Financial Statements

for the Year Ended 31 March 2021

1. ACCOUNTING POLICIES

Basis of preparation

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 to the UK and Republic of Ireland (FRS 102) (effective January 2019) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and republic of Ireland (FRS 102) and the Companies Act 2006.

Parity for Disability meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

Preparation of the accounts on a going concern basis

The Trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern. However, attention is drawn to the note on page 7 of these accounts which outlines the impact of Coronavirus on the charity.

The Trustees do not consider that there are any other sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

Fund Accounting

Unrestricted funds are donations and other incoming resources available for use at the discretion of the Trustees in furtherance of the objectives of the Charity

Restricted funds are those donated for use in a particular area or for specific purposes. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes. Restricted Fund balances used to purchase fixed assets are reduced in line with the underlying depreciation charge

Income

Income is recognised when the Charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether capital or revenue grants is recognised when the Charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

Donations and other income

Donations and other income are recognised when they become due and credited to the statement of financial activities. Any donations received for specific time restricted purposes are carried forward as deferred income and matched with related expenditure.

Gifts in Kind

In Kind donations of goods and items will be reflected in the accounts as both income and the associated expenditure. The value is determined based on the reasonable estimated open market value of the item. Gifts of services in the form of time will not be treated as voluntary income.

Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the bank.

Expenditure

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

Expenditure is classified under the following activity headings within the statement of financial activities to one of the following headings:

- **Costs of raising funds**—The direct costs of fundraising and publicity activities, including the costs of Parity's charity shops.
- **Expenditure on charitable activities**—The direct and associated support costs of providing charitable services which comprise day services, music therapy and the teenage scheme.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

Grants payable are payments made to third parties in the furtherance of the charitable objects of the Charity. In the case of unconditional grants they are accrued once the recipient has been notified of the grant award. The notification gives the recipient a reasonable expectation that they will receive the one year or multi-year grant. Grant awards that are subject to the recipient fulfilling performance conditions are accrued as the performance conditions are met.

Allocation of support and governance costs

Expenditure is allocated to the particular activity where the costs relates directly to that activity. These costs have been allocated between the cost of raising funds and expenditure on charitable activities.

Costs are then identified relating to the governance of the Charity being the costs associated with constitutional statutory requirements and costs associated with the strategic management of the Charity's activities.

Support costs and governance costs are apportioned between the key charitable activities undertaken in the year on basis of revenue earned.

Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Operating leases

Rentals charges are charged on a straight line basis over the term of the lease.

Tangible fixed assets

Rather than incur the ongoing costs of a professional revaluation, in accordance with FRS 102 transitional accounting regulations, the Trustees have opted for a policy of depreciating the freehold based on the last recorded valuation of £230,000 with effect from 1st April 2016.

Purchased items that have a useful life of more than one year are capitalised at cost – subject to a de-minimus limit of £500. Assets are reviewed for impairment if circumstances indicate that their carrying value may exceed their net realisable value and value in use.

Depreciation is calculated to write off the cost less estimated residual value of fixed assets over their estimated useful lives.

Depreciation is charged on the following basis:

Freehold Property	50 years straight line
Minibuses	5 years straight line
Furniture and equipment	20% of net book value pa on a reducing balance basis

Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand

Cash at bank and in hand includes cash and short term deposits with a maturity or notice period of twelve months or less at the balance sheet date.

Creditors and provisions

Creditors and provisions are recognised where the Charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Pension Scheme

The Charity operates a defined contribution scheme for its employees. Contributions payable to the scheme are charged to the statement of financial activities in the period to which they relate. The assets of the scheme are held separately from the Charity in an independently administered fund.

2. Analysis of Income from Fundraising and Trading activities

The small fundraising team generates both voluntary income and income from fund raising events which is reported under other trading activities. Trading activities also includes the three charity shops run by Parity. The analsysis below shows the breakdown of income and associated expenses

	Unrestricted funds £	Restricted funds £	31/03/2021 £	31/03/2020 £
Donations and Legacies				
Donations and grants	70,635	110,850	181,485	122,263
Legacies				
Donations towards ongoing charitable activities	70,635	110,850	181,485	122,263
Other Trading Activities				
Fundraising events	782		782	2,577
Shop income	42,787		42,787	154,255
Local authority CoVid Grants	34,002		34,002	
	77,571		77,571	156,832
Income from Fundraising and Trading activities	**148,206**	**110,850**	**259,056**	**279,095**
Expenditure on fundraising (including fundraising events)				
Staff costs	55,661		55,661	58,803
Direct costs of fundraising events	275		275	325
Other fundraising costs	1,351		1,351	5,444
	57,287		57,287	64,572
Central overheads	32,951		32,951	34,429
Recharge for PR and publicity	(22,560)		(22,560)	(24,750)
Total	67,678		67,678	74,251
Expenditure on running the Charity shops				
Staff costs	60,227		60,227	72,409
Rent & rates	40,959		40,959	43,540
Services	406		406	18
Other shop & fundraising costs	24,899		24,899	20,466
Central overheads	21,825		21,825	21,033
	148,316		148,316	157,466
Expenditure on raising funds	**215,994**		**215,994**	**231,717**
Summary by Fundraising Function				
Income by Fundraising Function				
Income from Fundraising including events	71,417	110,850	182,267	157,509
Shop income	76,789		76,789	182,490
	148,206	110,850	259,056	339,999
Expenses by Fundraising Function				
Fundraising expenses including events	67,678		67,678	66,884
Shop expenses	148,316		148,316	147,325
	215,994		215,994	214,209
Contribution by Fundraising Function				
Contributon from Fundraising including events	3,739	110,850	114,589	90,625
Contribution from Shops	(71,527)		(71,527)	35,165
	(67,788)	110,850	43,062	125,790
Average cost to raise £1 in pence by fundraising function				
Income from Fundraising and fundraising events			37p	42p
Shop income			193p	81p

3. Analysis of Income and Expenditure from charitable activities

Charitable income represents fees receivable by the day centres for the various activities enjoyed by participants, and totals £732,574 for the year (2020 £1,280,865)

	Unrestricted funds £	Restricted funds £	31/03/2021 £	31/03/2020 £
Income				
St Martins	281,842		281,842	341,641
Whetstone Road	54,161		54,161	384,910
Salisbury Grove	363,940		363,940	465,252
Music Therapy	31,427		31,427	75,617
Teenage activities scheme	1,204		1,204	13,445
Other charitable activities				
	732,574		732,574	1,280,865
Expenditure				
St Martins	287,154	3,558	290,712	312,318
Whetstone Road	379,799	1,894	381,693	427,004
Salisbury Grove	394,571	8,961	403,532	447,836
Teenage activities scheme	7,092		7,092	20,095
Music therapy	52,584	5,398	57,982	103,908
All activities		45,754	45,754	34,888
	1,121,200	65,565	1,186,765	1,346,049
Contribution/(deficit) from charitable activities			(454,191)	(65,184)
Average direct cost to provide service in pence per £1 of charitable income			162p	105p

Charitable activity costs include the direct costs attributable to the services together with a share of management and fundraising salary costs. Support costs are detailed in note 6

	31/03/2021 £	31/03/2020 £
Staff costs	826,717	922,177
Music Therapy sessional therapists	16,030	53,956
Rent & rates	75,732	77,519
Premises costs	22,481	27,091
Clinical care and waste	40,948	34,055
Speech and physio Therapy	(33)	893
Other direct charitable costs	55,378	65,725
Depreciation	27,424	33,747
Interest payable & similar charges	219	308
	1,064,896	1,215,471
Central overhead	121,869	130,578
	1,186,765	1,346,049

4. Income from Investments

Represents bank interest received from deposits

5. Other Income

For 2021 this relates primarily to £455,710 of payments from HMRC in respect of the furlough scheme. The balance for 2021 and all of 2020 comprises payments for ad hoc photocopying undertaken for a local community organisation.

6. Central costs

	31/03/2021 £	31/03/2020 £
Central costs by cost type		
Management wages	111,938	97,480
Auditors' remuneration	6,600	6,480
General insurance	6,732	6,960
Finance costs	280	307
Depreciation	4,688	6,335
Other management costs	23,847	43,728
PR and publicity	22,560	24,750
	176,645	186,040
Central costs by function		
General office costs	34,735	47,910
Management and admin support	75,785	64,635
Accounts including payroll	37,762	35,231
Facilities management	6,605	4,113
Minibuses	(803)	9,399
Corporate expenses (audit, finance and insurance costs)	1	2
Fundraising	22,560	24,750
Total central costs	176,645	186,040

The charity's expenditure includes Central costs as shown above. These costs are allocated to the Charity's activities on the bases shown below.

These costs have been allocated on the following basis

	Central £	Fundraising £	Day sevices £
Chief executive	(35,510)	5,168	29,982
Fundraising team - PR and communications activities		(12,051)	12,051
	(35,510)	(6,883)	42,033

Cost Allocation model

	General office costs	Mgmt and admin	Accounts	Facilities	Minibuses	Corporate	Total central costs 2021	Total central costs 2020
Costs to be allocated								
Auditors' remuneration			6,600				6,600	6,276
General insurance	6,732						6,732	6,185
Finance costs	280						280	363
Depreciation	2,888				1,800		4,688	8,828
Other management costs	24,835	75,785	31,162	6,605	(2,603)	1	135,785	138,425
Direct costs	34,735	75,785	37,762	6,605	(803)	1	154,085	160,077
Central use of office costs	(19,105)	9,726	4,863	4,516				
Management		(23,079)	15,153	7,926				
	15,630	62,432	57,778	19,047	(803)	1	154,085	160,077
Accounts			(12,700)	7,345		5,355		
Facilities				(5,246)	5,246			
PR and publicity						22,560	22,560	22,295
	15,630	62,432	45,078	21,146	4,443	27,916	176,645	182,372
Corporate overhead								

Allocated to	General office costs	Mgmt and admin	Accounts	Facilities	Minibuses	Corporate	Total central costs 2021	Total central costs 2020
Day Services		21,287	29,622	14,097	4,443	20,450	89,899	105,178
Music Therapy	6,947	11,069	4,310	604		1,948	24,878	22,061
Teenage scheme		4,535	1,505	403		649	7,092	6,303
	6,947	36,891	35,437	15,104	4,443	23,047	121,869	133,542
Fundraising	8,683	18,555	5,713				32,951	28,246
Shop expenses		6,986	3,928	6,042		4,869	21,825	20,584
	15,630	62,432	45,078	21,146	4,443	27,916	176,645	182,372
Allocation basis	*Space*	*Est mgmt time*	*Estimated use of key activities*	*Estimated use of key activities*	*No of minibuses*	*%age of revenue*		

7. Net incoming/(outgoing) resources

	31/03/2021	31/03/2020
	£	£
Net resources are stated after charging/(crediting):		
Auditors' remuneration	6,600	6,276
Depreciation - owned assets	32,223	38,112

8. Trustees' remuneration and benefits

There were no trustees' remuneration or other benefits for the year ended 31 March 2021, nor for the year ended 31 March 2020. One Trustee is normally reimbursed for travel expenses but there were no expenses incurred in the year

Trustees' Expenses	31/03/2021	31/03/2020
One Trustee is reimbursed for travel expenses for undertaking the following voluntary duties		
Stock rotation amongst the shops		272
Collection/drop money boxes to local supporter sites		91
General support for admin and day service functions		91
		454

There were no other payments of trustee expenses

9. Staff Costs

	31/03/2021	31/03/2020
	£	£
Wages and salaries	974,573	1,016,612
National Insurance contributions	48,867	43,260
Pension contributions	19,913	14,773
Temporary staff paid via Agency	11,190	11,190
Staff Costs	1,054,543	1,085,835

There were no employees with emoluments of £60,000 or more (2020 £nil). Key management personnel comprise the Trustees and the executive director. The executive director's employment benefits were £38,026 (2020 £37,606)

A workplace pension scheme was established on the 1st August 2015. Contributions to the scheme are based on a percentage of salary in line with the minimum requirements. For the period 1st April 2018 to 31st March , this was 2% from Parity and 3% from the employee. The contribution rate increased from the 1st April 2019 to 3% for employer and a minimum of 5% from the employee. There is also an additional contribution made in line with one employee's remuneration arrangements.

The average monthly number of employees during the year was as follows:

Direct charitable work	51	52
Shops	8	9
Fundraising	2	2
Administrative	5	4
	65	67

In addition there 106 volunteers working in the shops, fundraising and assisting with the charitable work - the teen scheme was not run during the year.

10. Tangible fixed assets

	Freehold property £	Furniture & equipment £	Motor vehicles £	Total £	Restricted Assets £
Cost or valuation					
As at 31st March 2020	230,000	229,582	130,487	590,069	235,408
Additions		6,976	22,165	29,141	29,141
Disposals		(2,969)	(28,487)	(31,456)	(2,470)
as at 31st March 2021	230,000	233,589	124,165	587,754	262,079
Depreciation					
As at 31st March 2020	23,000	148,452	98,920	270,372	146,682
Charge for year	4,600	17,376	10,247	32,223	22,138
Eliminated on disposal		(1,739)	(28,487)	(30,226)	(1,559)
as at 31st March 2021	27,600	164,089	80,680	272,369	167,261
Net Book Value					
As at 31st March 2020	207,000	81,130	31,567	319,697	88,726
as at 31st March 2021	202,400	69,500	43,485	315,385	94,818

The freehold property 94 Whetstone Road, Farnborough, the mini-buses, shop and fundraising equipment are all used directly for charitable purposes, the remaining assets being used in the management and administration of the charity.

The freehold was last revalued in October 2013 by Clare & Co on an open market basis.

(i) Cost or valuation at 31 March 2016 is represented by:

Cost	158,478
Revalution in 2006	76,522
Revalution in 2013	(5,000)
	230,000

Rather than incur the ongoing costs of a professional revaluation, in accordance with FRS 102 transitional accounting regulations, the Trustees have opted for a policy of depreciating the freehold based on the last recorded valuation of £230,000 with effect from 1st April 2016.

11. Debtors and amounts falling due within one year

	31/03/2021 £	31/03/2020 £
Trade debtors	97,630	125,256
Other debtors	47,467	19,728
	145,097	144,984

12. Creditors: Amounts falling due within one year

	Unrestricted funds £	Restricted funds £	31/03/2021 £	31/03/2020 £
Bank loans & overdrafts	3,768		3,768	3,856
Trade creditors	9,261		9,261	19,701
Taxation & social security	10,731		10,731	14,990
Other creditors	270,422	7,968	278,390	32,394
	294,182	7,968	302,150	70,941

Other creditors includes a provision for £235,253 in respect of surplus funding from Local Authority and CCG funders. These funds will be offered back to funders once social distancing measures are removed and the final amount to be refunded can be calculated. The restricted other creditors balance relates to the unspent balance of a local authorty grant towards infection control.

13. Creditors: Amounts falling due after more than one year

	31/03/2021 £	31/03/2020 £
Bank loans	18,173	21,359
Amounts falling due in more than five years:		
Repayable by instalments:		
Bank loans more than 5 yr by instalments	3,101	5,935

14. Secured debts

The following secured debts are included within creditors:

	31/03/2021 £	31/03/2020 £
Bank loans	21,941	25,215

The bank loan totalling £21,941 at 31 March 2021 is a commercial mortgage with a final repayment in 2027, and is secured upon the charity's freehold property.

15. Analysis of changes in Net debt

	Balance at 1 April 2020 £	Cash-flows £	Balance at 31 March 2021 £
Cash	337,920	277,509	615,429
Loans falling due within one year	(3,856)	88	(3,768)
Loans falling due after more than one year	(21,359)	3,186	(18,173)
	(25,215)	3,274	(21,941)
Total	312,705	280,783	593,488

16. Calculation of Net free reserve

	31/03/2021 £	31/03/2020 £
Total accumulated Funds per Balance sheet	755,588	710,301
Less restricted fund balances	(213,738)	(168,451)
Unrestricted funds	541,850	541,850
Less fixed assets		
Fixed assets	(315,385)	(319,697)
Add back restricted fixed assets	94,818	88,726
Add mortgage over 1 year	18,173	21,359
	(202,394)	(209,612)
	339,456	332,238

17. Operating Lease commitments

A 25 year operating lease over 23 Salisbury Grove, Mytchett was signed on 21st December 2014. The lease over 93 Whetstone Road was renewed in 2019 for ten years. The current lease on 92 Whetstone Road expires in 2022 and is expected to be renewed. The lease on the Frimley shop expired in November 2020 and was not renewed. The current leases on the other two shops have between 2 and 3 years to run. While not subject to a formal lease Parity rents the church hall at St Martins. In addition, Parity leases a number of photocopiers. Total commitments under non-cancellable operating leases as at 31st March 2021 were as follows

	31/03/2021 £	31/03/2020 £
Annual commitments		
0-1 Year	99,470	110,637
1-5 years	262,249	299,819
More than 5 years	582,792	632,692

18. Movement in funds

	Balance at 31/03/2020 £	Net movement £	Balance at 31/03/2021 £
Unrestricted funds			
General fund	469,728		469,728
Freehold revaluation and fair value reserve	72,122		72,122
	541,850		541,850
Restricted funds - Fixed assets			
Whetstone Road - Fixed Assets	18,017	2,726	20,743
St Martins - fixed assets	8,415	(1,558)	6,857
Salisbury Grove - fixed assets	35,188	(7,763)	27,425
New minibus	25,383	14,036	39,419
	87,003	7,441	94,444
Restricted funds			
Whetstone Road	16,359	(67)	16,292
St Martins	11,388	607	11,995
Salisbury Grove	5,378	236	5,614
Minibus running expenses			
Music therapy	7,494	(5,350)	2,144
Therapy	2,155	1,438	3,593
Day service funds	5,153	850	6,003
Musical instruments	421	(48)	373
Teen Activity Scheme	100		100
CoVid Grants		26,230	26,230
Restricted donations into new building fund	33,000	13,950	46,950
	81,448	37,846	119,294
TOTAL FUNDS	710,301	45,287	755,588

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Net movement £
Unrestricted funds			
General fund	1,337,194	1,337,194	
Freehold revaluation and fair value reserve			
	1,337,194	1,337,194	
Restricted funds - Fixed assets			
Whetstone Road - Fixed assets	4,300	1,574	2,726
St Martins - fixed assets		1,558	(1,558)
Salisbury Grove - fixed assets	599	8,362	(7,763)
New minibus	22,300	8,264	14,036
	27,199	19,758	7,441
Restricted funds			
Whetstone Road	841	908	(67)
St Martins	607		607
Salisbury Grove	835	599	236
Minibus running expenses	6,000	6,000	
Music therapy		5,350	(5,350)
Therapy	2,850	1,412	1,438
Day service funds	2	(848)	850
Musical instruments		48	(48)
Teen Activity Scheme			
CoVid Grants	58,568	32,338	26,230
Restricted donations into new building fund	13,950		13,950
	83,653	45,807	37,846
TOTAL FUNDS	1,448,046	1,402,759	45,287

19. POST BALANCE SHEET EVENTS

The Coronavirus pandemic have had a material impact on Parity as outlined in the Trustee report. This included the temporary closure of the three day services and charity shops. It is not possible at this stage to fully quantify the impact on the financial results for the year ended 31st March 2021.

20. GENERAL INFORMATION

Parity for Disability is a Limited by guarantee Charitable Company Incorporated in England & Wales. The Registered Offices is 94 Whetstone Road, Cove, Farnborough, Hampshire GU14 9SX

PARITY

For People With Multiple Disabilities

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REGISTERED COMPANY NUMBER: 3584503 (England and Wales)
REGISTERED CHARITY NUMBER 1071571