

# PARITY FOR DISABILITY

Annual Report and Accounts

for the year ended 31 March 2025



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: 3-19/25

# 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

<b>Registered Office</b>	94 Whetstone Road Cove Farnborough Hampshire GU14 9SX
<b>Registered Number</b>	3584503 (England and Wales)
<b>Charity Number</b>	1071571
<b>Auditors</b>	Edwin Smith Chartered Accountants Statutory Auditor 32 Queens Road Reading Berkshire RG1 4AU
<b>Solicitors</b>	360 Law Services 39 Guildford Road Lightwater Surrey GU18 5SA
<b>Bankers</b>	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 fundraising, 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: [\[www.frc.org.uk/auditorsresponsibilities\]](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Auditor's Report.

## Use of our Report

This Report is made solely to the 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 £
<b>INCOME</b>					
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
<b>Total Income</b>	<b>17</b>	<b>1,859,133</b>	<b>43,435</b>	<b>1,902,568</b>	<b>1,843,997</b>
<b>EXPENDITURE</b>					
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
<b>Total Expenditure</b>	<b>17</b>	<b>1,843,782</b>	<b>57,075</b>	<b>1,900,857</b>	<b>1,793,268</b>
<b>Net income/(expenditure) for the reporting period</b>		<b>15,351</b>	<b>(13,640)</b>	<b>1,711</b>	<b>50,729</b>
Total funds brought forward	9	646,303	199,734	846,037	795,308
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>661,654</b>	<b>186,094</b>	<b>847,748</b>	<b>846,037</b>

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

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 30<sup>th</sup> 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)
<b>(Decrease)/Increase in cash and cash equivalents in the reporting period</b>	<b>(19,412)</b>	<b>(32,865)</b>	<b>(52,277)</b>	<b>(21,331)</b>
Cash at bank and in hand at the of beginning 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	<b>(19,412)</b>	<b>(32,865)</b>	<b>(52,277)</b>	<b>(21,331)</b>

### Reconciliation 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)
<b>Net cash (used)/provided by operating activities</b>	<b>(42,910)</b>	<b>2,342</b>	<b>(40,568)</b>	<b>(12,459)</b>

# 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-minimis 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 £
<b>Donations and legacies</b>				
Donations and grants towards ongoing charitable activities	87,765	43,435	131,200	122,823
Shop income	165,389	-	165,389	182,519
<b>Income from fundraising and trading activities</b>	<b>253,154</b>	<b>43,435</b>	<b>296,589</b>	<b>305,342</b>
<b>Expenditure on fundraising</b>				
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)
	<b>89,231</b>	<b>-</b>	<b>89,231</b>	<b>85,699</b>
<b>Expenditure on running the charity shops</b>				
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
	<b>142,275</b>	<b>-</b>	<b>142,275</b>	<b>129,322</b>
<b>Expenditure on raising funds</b>	<b>231,506</b>	<b>-</b>	<b>231,506</b>	<b>215,021</b>
<b>Contribution by fundraising function</b>				
Contribution from fundraising	(1,466)	43,435	41,969	37,124
Contribution from charity shops	23,114	-	23,114	53,197
	<b>21,648</b>	<b>43,435</b>	<b>65,083</b>	<b>90,321</b>
<b>Average cost to raise £1 in pence by fundraising function</b>				
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 £
<b>Income</b>				
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	-
	<u>1,579,934</u>	<u>-</u>	<u>1,579,934</u>	<u>1,530,923</u>
<b>Expenditure</b>				
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
	<u>1,612,276</u>	<u>57,075</u>	<u>1,669,351</u>	<u>1,578,247</u>
<b>Deficit from charitable activities</b>	<u>(32,342)</u>	<u>(57,075)</u>	<u>(89,417)</u>	<u>(47,324)</u>

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.

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
	<u>1,475,623</u>	<u>1,408,871</u>
Central overhead	193,728	169,376
	<u>1,669,351</u>	<u>1,578,247</u>

## 5. Income from Investments

Represents bank interest received from deposits.



## 6. Central Costs

	31/03/2025 £	31/03/2024 £
<b>Central costs by cost type</b>		
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
	<u>280,160</u>	<u>247,434</u>

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
	<u>4,128</u>	<u>66,887</u>	<u>50,089</u>	<u>17,728</u>	<u>21,752</u>	<u>33,144</u>	<u>193,728</u>	<u>169,376</u>
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
	<u>21,229</u>	<u>108,692</u>	<u>63,673</u>	<u>24,882</u>	<u>21,752</u>	<u>39,932</u>	<u>280,160</u>	<u>247,434</u>
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 salaries	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
	<u>1,437,424</u>	<u>1,354,007</u>

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
	<u>52</u>	<u>52</u>

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 £
<b>Cost or Valuation</b>				
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	<u>230,000</u>	<u>291,628</u>	<u>124,165</u>	<u>645,793</u>
<b>Depreciation</b>				
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	<u>46,000</u>	<u>218,233</u>	<u>121,210</u>	<u>385,443</u>
<b>Net Book Value</b>				
As at 31 March 2025	<u>184,000</u>	<u>73,395</u>	<u>2,955</u>	<u>260,350</u>
As at 31 March 2024	<u>188,600</u>	<u>51,612</u>	<u>8,569</u>	<u>248,781</u>

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	<u>(5,000)</u>
	<u>230,000</u>

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
	<u>174,900</u>	<u>132,392</u>

## 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
	<u>168,678</u>	<u>168,589</u>

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	<u>52,130</u>	<u>52,130</u>

## 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)
	<u>457,893</u>	<u>434,886</u>

## 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 £
<b>Unrestricted Funds</b>					
General fund	574,781	1,859,133	(1,843,782)	-	590,132
Freehold revaluation and fair value reserve	71,522	-	-	-	71,522
	<u>646,303</u>	<u>1,859,133</u>	<u>(1,843,782)</u>	<u>-</u>	<u>661,654</u>
<b>Restricted fixed asset funds</b>					
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
	<u>37,364</u>	<u>11,922</u>	<u>(16,135)</u>	<u>23,438</u>	<u>56,589</u>
<b>Restricted cash funds</b>					
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
	<u>162,370</u>	<u>31,513</u>	<u>(40,940)</u>	<u>(23,438)</u>	<u>129,505</u>
<b>TOTAL FUNDS</b>	<u>846,037</u>	<u>1,902,568</u>	<u>(1,900,857)</u>	<u>-</u>	<u>847,748</u>



## **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



For People With Multiple Disabilities

**PARITY FOR DISABILITY**

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REGISTERED COMPANY NUMBER: 3584503 (England and Wales)

REGISTERED CHARITY NUMBER 1071571