Croydon Mencap

England & Wales · Charity number 1073063

Details

Other names	CROYDON MENCAP LIMITED
Status	Registered
Legal form	Charitable company
Company number	03628599
Registered	1998-12-21
Register	View on the Charity Commission register

Contact

Address	Croydon Mencap 60-61 Leslie Park Road Croydon CR0 6TP
Phone	02086845890
Email	info@croydonmencap.org.uk
Website	www.croydonmencap.org.uk

Activities

Objects: 3.1 The objects of the Charity are, for the public benefit:3.1.1 to provide or assist in the provision of services, support and information, in particular to children and adults with a learning disability and/or autism but also to disabled children and adults, children and adults with special needs and their families, dependents and carers in the London Borough of Croydon and its environs, to enable them to experience fulfilling lives and maximise their involvement in the community and participation as citizens; and3.1.2 to provide or assist in the provision of facilities for the recreation or other leisure time occupation for children and adults who have need thereof by reason of learning disability and/or autism or other disability or special needs with the object of improving their conditions of life.

Activities: To provide advice, information and support to people with learning disabilities and their families.To maintain general interest and research into the activities carried out by younger aged adults with learning disabilities.To develop the Older Cares Project providing advice and support to Older Carers of people with learning disabilities.

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Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body
- **What:** Disability
- **Who:** People With Disabilities

Geography

- **Area of benefit:** LONDON BOROUGH OF CROYDON AND SURROUNDING AREAS
- Croydon

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£1,209,371	£1,023,556	£836,573	35
2024-03-31	£740,831	£781,823	£650,758	30
2023-03-31	£581,818	£676,449	£691,750	30
2022-03-31	£675,469	£706,174	£786,381	35
2021-03-31	£549,397	£562,677	£817,086	28

Trustees

Name	Role	Appointed
Angelene Rackett		2018-11-08
Felicity Nii-Bortey		2025-11-20
JAMES WILLIAM KIAMTIA-COOPER		2011-11-24
Rachel Bia		2024-11-21
Rosemary Price		2024-11-21
Stuart Michael James Dunk		2020-04-28
Suzanne Phyllis Culling		2021-11-18

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Croydon Mencap

England & Wales - Charity number 1073063

Accounts

Croydon mencap

ANNUAL REPORT



Croydon Mencap: Creating a Croydon that is a great place to live if you have a learning disability.

2024 - 2025

REGISTERED COMPANY NUMBER: 03628599 (England and Wales) - REGISTERED CHARITY NUMBER: 1073063



Thanks to the team for the wonderful photographs, additional photography by Emily Oakhill and Mark Oryang. Designed by Emily Oakhill and Katherine Wynne.

Table of Content

4. Introductions and Reflections
9. Funders, Doners and Supporters
11. Objectives 1: Working in Partnership
24. Objective 2: Creating Opportunities
36. Objective 3: Supporting Carers
43. Objective 4: Volunteering
46. Objective 5: User Involvement
49. Structure, Management and Governance
53. Summary of Income and Expenditure
54. Financial Landscape
56. Looking to the Future

Introduction



Board of Trustees

Chair - James Kiamtia-Cooper,
Vice Chair - Sue Culling
Treasurer - Stuart Dunk
Rachel Blaney
Tim Flood
Rosy Price
Angelene Rackett
Chief Executive and Company Secretary – Katherine Wynne

The trustees present their annual report together with the statutory audit of the charity's annual financial statements, conducted by a registered auditor for the year ending 31st March 2025. These are also prepared to meet the requirements for a directors' report and accounts for Companies House purposes.

Our Vision (what we want to be true)
Our vision is that Croydon is a place where people with learning disabilities have the power, voice, and support to make their own choices and live life their way.

Our Mission (how we will get there)
To work side by side with people with learning disabilities, families and carers to build better services and friendlier communities.

Public Benefit:
The Trustees confirm that they have complied with their duties under section 17 of the Charities Act 2011 when considering the charitable activities and future programmes detailed in this annual report.

Reflections on 2024/25



James Kiamtia-Cooper, Chairperson

What a year it's been!

At Croydon Mencap, we never stand still and this past year has been no exception. We've grown by 63%, adapted, and above all, stayed true to what matters: making sure people with learning disabilities and their families in Croydon are supported, included, and heard.

There's been a lot going on in the world; cost-of-living pressures, challenges in health and social care, and the ever-changing landscape of local services. However, through it all, our amazing team has kept showing up with energy, creativity, and a deep sense of purpose.

Whether it's launching new initiatives like our energy advice team in collaboration with the Learning Disability Alliance and SGN, empowering people to advocate for their rights through our partnership with Access Social Care, introducing our new Carers Community, or simply continuing to provide our trusted, compassionate services, the everyday work at Croydon Mencap is something we can all be proud of.

This year, we've seen people we support achieve brilliant things: gaining confidence, trying new activities, building friendships, and finding their voice. These moments, big and small, are what make our work so powerful.

I want to say a heartfelt thank you to our staff, volunteers, families, partners, and of course the people at the centre of it all , those who use our services. You are the reason this charity is what it is: passionate, determined, and full of life.

As we look to the future, we're not slowing down. There's still so much more to do and we're ready for it. Because at Croydon Mencap, we believe in a Croydon where everyone belongs, and no one is left behind.

Thanks for being part of the journey.
James,
Chair of Trustees



Katherine Wynne
CEO

I am proud to share how, together with adults with learning disabilities, their families, colleagues, partners, and supporters, we've continued to expand our impact, transform our financial position, and thereby strengthen our community.

Through exciting new partnerships, we've been able to develop opportunities that promote health, connection, and independence. Thanks to NHS funding, in partnership with Good Food Matters, Knowledge and Practice, and Lifestyle Health and Education CIC, we launched our Walking, Cooking, and Craft partnership, all designed to help people with learning disabilities stay active, healthy, build friendships, and develop new skills in supportive, welcoming, and safe environments.

Our partnership work has gone from strength to strength. Working alongside the Learning Disability Alliance, we successfully secured funding from SGN to provide vital community advice on energy use. This collaboration has enabled us to help people make informed choices, manage their bills, and feel more confident about their energy needs, something that has become increasingly important in the current climate.

Whilst it's exciting to celebrate new projects and partnerships, we must never forget the ongoing projects that remain at the heart of what we do. From carers' support and advice to our Enterprise Lounge, Out and About activities, Chill and Chat, Saturday Club, and Volunteer Buddies and Support to Live, all of these services continue to make a huge daily difference in people's lives.











This year we have also been looking inward and outward, taking time to listen, reflect, and plan for the future. Together with support from local company Inside Impact, we've developed our new Big Plan, which we will report against in our next Annual Review for 2025/2026: a shared vision shaped by the voices of the residents in Croydon. It's been refreshing and inspiring to explore what matters most to people, to celebrate the things we're doing well, and to recognise where we can improve. This process has reminded us how important it is to protect what people value most: our relationships, our community feel, the love and the trust we've built over many years.

You can explore more about our Big Plan and the exciting next steps for Croydon Mencap by scanning the QR code below!

Thank you to everyone; we are all in it together: people with learning disabilities, families, staff, volunteers, trustees, and partners, who make our work possible.

Enjoy all the stories we have to share and join us in celebrating our wonderful community of Croydon.

A Home of Our Own: A New Chapter for Croydon Mencap

This year, Croydon Mencap hit the jackpot and snagged the keys to our forever home at 60-61 Leslie Park Road, Croydon! After years of renting, our beloved space where hugs, friendships and high-fives flow freely... is now officially ours!

Owning our place is more than just having a roof over our heads; it's our stability for the future. Now, we can dream big and shape our space to fit everyone's needs, ensuring every penny raised goes into the ideas we generate together instead of rent.



Funders, donors and supporters

As with all charities, our ability to fulfill our mission relies on fundraising efforts, donations, subscriptions and all those individuals who have kindly and generously supported us in so many ways - Thank You!

Beddington Park walk!

£1319





£345

Fabien runs the Eastbourne Marathon

The Patel Family

£159

In loving memory of



Padmaben Patel

Katherine our CEO, Nathan and Jolie run the Battersea Half Marathon



£1025



Roundshaw Downs Park Run

£298

Localgiving donations:

of over £6411.77 including £2416.74 from one donation from Dylan Marques. Thank you!

Thank you to: London Borough of Croydon, The Royal Mencap Society, Department for Education, SWL ICS, National Lottery Community Fund, The Dodds Family, Mrs R McLuskey, T and S Moss, Mrs Freda Pearce, Fabien Crochetet, Dylan Marques, H Stain Ltd, Addiscombe Baptist Church, St John's Shirley, Colin, Dawn and the Mann family.



Our Objective 1

To work in partnership with other agencies in the London Borough of Croydon

Partnerships

Croydon Mencap has developed and continued some wonderful partnerships. Here are some of the highlights this year:

Good Food Matters, Knowledge Practice and Lifestyle Health and Education CIC

Croydon South West London Integrated Care System

This successful partnership continued this year, providing people with learning disabilities the opportunity to learn expert crafts, cook beautiful food, explore local parks and enjoy pamper and fun days. Around 50 people benefited from this partnership with some people doing two or three of the activities concurrently!

Check out what participants got up to on the next page!









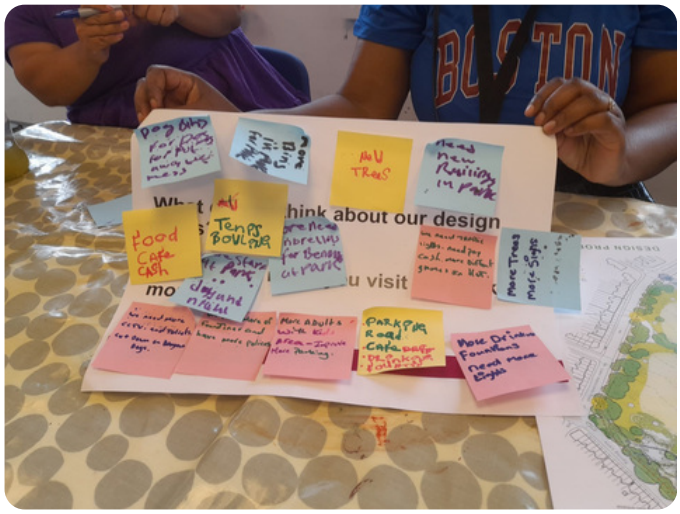
Social Care Conference

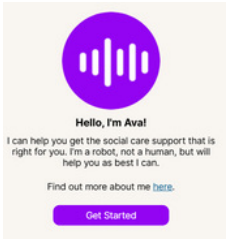
Members of Croydon Mencap and the Learning Disability Alliance attended this important social workers conference to share their lived experiences and promote good practice.



Ashburton Park

The Croydon Parks Service consulted on the future of Ashburton Parks and wanted the opinion of local residents and people who use the park. We had a brilliant session where we gave the Parks staff some brilliant feedback and ideas! We also planned to attend the parks centenary celebrations where we will help bury a time capsule!





Legal Support

We are proud to continue our collaboration with the remarkable Charity Access Social Care, and we now the wonderful "bot" Access Ava on our website! Access Ava can give you tailored social care advice, help you create letters, answer legal questions and help you understand your rights. It is a free digital service, available 24/7. Check out the video in the QR code about how to use Ava and then head to our website to give it a try.



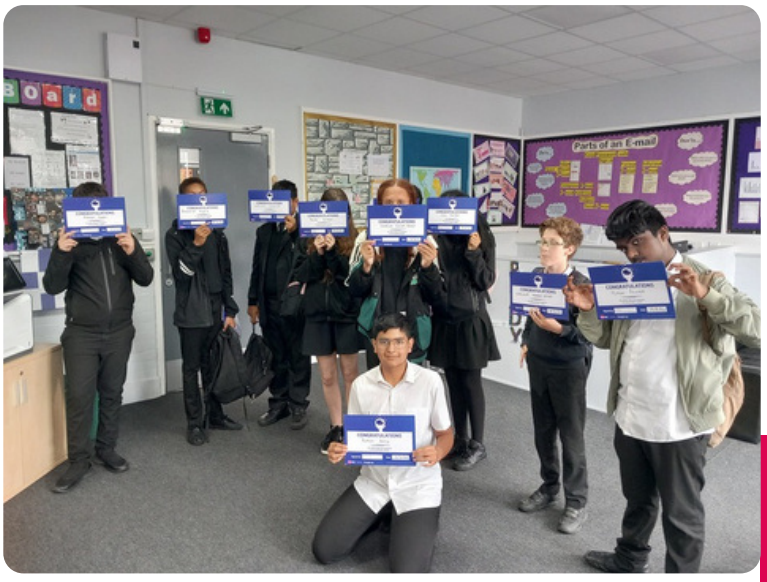
Care Dogs

In Spring 2025, the wonderful charity Care Dogs got in touch with Croydon Mencap and proposed a collaboration. They bring their volunteers, expertise, and most importantly, dogs along to one of our Strictly Come Walking events! The result was a wonderful day out where we got to stroke and play with very well trained therapy dogs. The event attracted around 25 adults and carers, making it such a huge success that we now have these sessions every 3 months!



Guardians of the Internet

We were thrilled to team up with Royal Mencap and Google to deliver internet safety training to teens with learning disabilities in Croydon. Tansy from our carers support service and Emily from our central team, both with teaching experience ran eight engaging sessions across three cohorts, including students at Bensham Manor School.
The programme, Guardians of the Internet, made online safety fun and accessible. Even teens who thought they knew it all walked away with new tip, like spotting scams (spoiler: that free Roblox gold offer is definitely fake!).



DAPPLE

DAPPLE is a 3-year research study by Kingston University (2024-2027) to find the best ways to make sure that people with a learning disability get the right care and support at the end of their lives.

Residents with learning disabilities are paid to join Zoom calls monthly to give their opinions on these important subjects via workshops and interactive sessions.

DAPPLE means:

Developing effective service models for
Adult
Palliative and end of life care for
People with a
LEarning disability.

Brit School

This year, we were once again delighted to collaborate with the incredible BRIT School for our annual workshop; this time as part of the BRIT Reach Festival. Over six weeks, we explored self-expression through movement, music, and song, learning how to convey emotions in creative and powerful ways. The experience culminated in a joyful final presentation, where we gave it their all.
One of the highlights was their heartfelt performance of Make Your Own Kind of Music by Paloma Faith, beautifully interpreted in Makaton. It was more than just a performance; it was a celebration of individuality, connection, and the shared journey we'd taken with this inspiring community. We especially loved spending time with the talented students, who will soon be superstars themselves! The energy, enthusiasm, and mutual respect throughout the course made it a truly memorable experience for everyone involved.



This year, in partnership with the Learning Disability Alliance we were awarded significant 1 year funding from SGN £417,764.28 to deliver SGN's "Keep Warm, Keep Safe" Campaign.

The campaign aims to educate and empower vulnerable people regarding energy usage, fuel poverty, gas safety and energy efficiency. The campaign offers energy advice, energy debt advice, courses regarding Carbon Monoxide safety, and signposting to government schemes. We focus our help towards households and adults within the learning disability community throughout Croydon and its neighbouring boroughs. We also help people in crisis, older people, and those with young children.

The campaign kicked off in January with recruitment of Energy Advisors and Energy Ambassadors. We now employ 8 people with learning disabilities as energy ambassadors, they work with the advisors in the community to help people get the best out of their energy and keep warm and safe!

The hubs are fast becoming key community assets, offering a warm place to go and get a cup of tea and sometimes even a hot meal!



Learning Disability Alliance Croydon CIC

The Royal Mencap Society's funded community initiative, in partnership with Croydon Mencap in Croydon has continued to flourish in 2024/2025, delivering outcomes for people with learning disabilities and the wider community. This year has been a celebration of progress, inclusion, empowerment, and growth, and has brought services, employment opportunities, and a stronger sense of visibility and voice to those we support.

We have:

• 60 people with learning disabilities supported into employment/voluntary roles: Empowering 60 individuals with learning disabilities to take on role, whether voluntary or paid has had a profound effect. It has unlocked hidden potential and skills, improved mental health and self-esteem, created lasting partnerships with local businesses and organisations, and inspired others in the community

• Engaged 5 schools in monthly coffee mornings: Monthly gatherings at 5 local schools have become a cornerstone of the project. Parents share how meaningful these gatherings are not only for information-sharing but also for peer support and mental well-being

• Held our Second Annual Learning Disability Carnival

• Helped multiple community groups get launched via seed funding such as the CV workshop aimed at empowering people with Learning Disabilities be able to make their CVs, learn interview techniques and how to handle challenges at work. There is also a Business entrepreneurial workshop where people been learning bead making and crocheting. These were displayed and sold at the carnival!





Community Voices:

"I never thought I could work—but now I do, and I love it."
"These coffee mornings changed my parenting journey."
"This is what inclusion looks like."

This year has demonstrated what is possible when a community comes together with compassion, resources, and a commitment to inclusion. We are incredibly proud of what has been achieved and even more excited about the journey ahead.

We extend our gratitude to everyone who has supported this project, from the families, schools, local businesses, volunteers, and most importantly, the individuals with learning disabilities who continue to inspire us every day.

Together, we are not just building a project. We are building a movement.









Spotlight: Gig Buddy Dave

This year we are featuring Gig Buddy Dave on our annual report.

The Gig Buddies project run by the fantastic Club Soda matches adults with learning disabilities and/or autism to volunteers who are into the same things, to go out and enjoy the scene they both love!

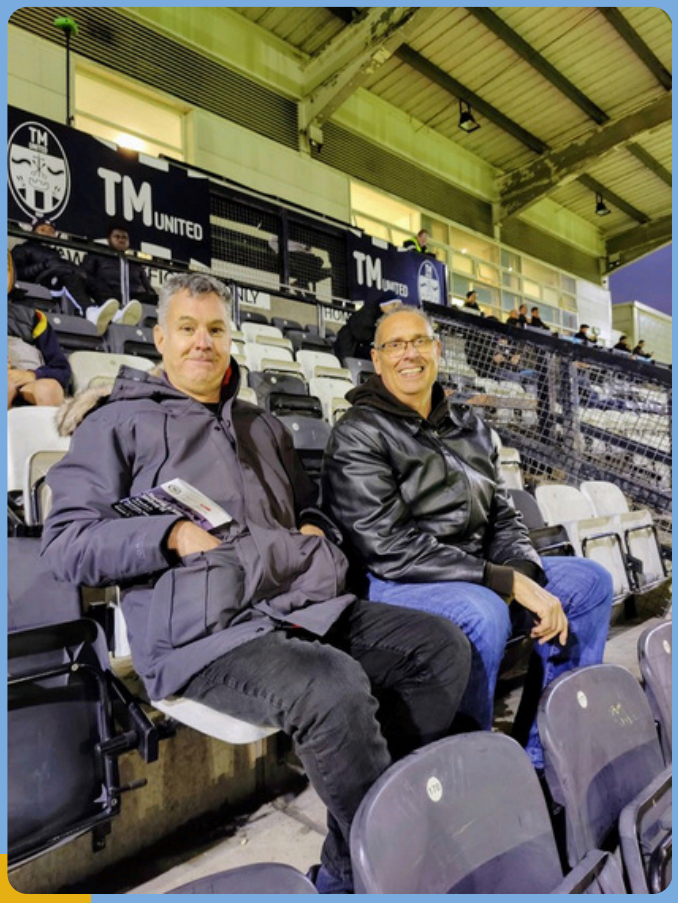
Dave has been volunteering with Gig Buddies for 6 years. He was matched with Martin 4 years ago.

Martin and Dave go to all manner of great events together, not just gigs! They have attended football, rugby and cricket matches, festivals and museum visits as well as seeing bands such as Iron Maiden and Sprints.

We asked Dave a few questions about his role and how he finds volunteering as Martin's Gig Buddy.

1.Why did you choose Gig Buddies to volunteer with?

It was all a happy chance really, I stumbled across Gig Buddies while searching for a local gig and thought what a fantastic idea, I go to a lot of gigs, I can do that!



2. Tell us the process for getting started with Gig Buddies and being matched with Martin?

It was some time ago, so they may have updated their procedures, but I applied to join Gig Buddies, passed an interview and then undertook their awareness training. I also completed an on-line Autism Awareness Course offered by Croydon Council. Both of which were invaluable in growing my understanding. I was also DBS checked.
After a short while Gig Buddies matched me with a buddy and we stated gigging!

I met Martin and his sister, passed their interview, signed a new Volunteer agreement and we haven't looked back.

3.What's the most memorable event you and Martin have attended together?

Well, Iron Maiden at the O2 was a fantastic night but this summer we spent a day at The Oval watching Country Cricket with a group of my friends. Martin was just part of the gang, and we all sat chatting in the sunshine. I don't think I'd ever seen him so relaxed and comfortable. We'll definitely be back next season.



4.What would you say to a person considering volunteering with someone with a learning disability?

You can never switch off when you're buddying! I did momentarily at a gig during which time Martin convinced the support band it was his birthday, so they gave him a shout out and the audience cheered. It wasn't his birthday.

But, in all seriousness you will be doing something that makes a difference to you both, is really rewarding and, if you're really lucky, leads to a long-lasting friendship.

You can get in touch with Gig Buddies by going to https://www.clubsoda.org.uk/gig-buddies-croydon or scanning the QR Code

Steel Pans



The Enterprise Lounge welcomed Jay and the Panash Steel Orchestra this year to teach us how to play on these wonderful, traditional instruments. As well as learning about the history of the Steel Pan, we also learned basic scales, some learned a full traditional song!

We performed for the then Deputy Civic Mayor of Croydon, Richard Chatterjee and he handed out their certificates!

A few months later the Orchestra helped us perform at our AGM!

Check out Cam playing, using this QR Code!



Croydon Active Voices

We continue to support Croydon Active Voices by providing infrastructure support in the shape of recruiting their coordinator from Department of Education funding.

2025 has been a year of growth and consolidation for Croydon Active Voices, Croydon's Parent Carer Forum. Following our 2023 relaunch, we've strengthened our foundations and deepened our impact across the local SEND landscape.

In August, we secured an office at Southbridge House, giving us a stronger base for collaboration with families, schools, health partners, and professionals.

A major highlight has been our role in the national PINS programme, supporting 20 Croydon primary schools to embed inclusive, neurodiversity-affirming practices, led by Coordinator Hollie Chisnall.

Our coffee mornings continue to connect families, schools, and the Local Authority, while our representatives actively shape policy across all six Croydon SEND Strategy workstreams. We advocate for visibility, inclusion, and co-production at every level. Under Communications Lead Toria Richardson, we've expanded our reach with new social media channels, a digital newsletter, and an upcoming YouTube channel. With Health Lead Debbie Sullivan, and through partnerships with IPSEA, Anna Freud Centre, and others, we've shared lived experiences to influence therapy commissioning locally and nationally.



CAV is now actively engaged in regional and national forums, contributing Croydon's voice to SEND reform discussions with government leaders.
We remain committed to building an inclusive Croydon where SEND families are understood, supported, and celebrated as equal partners in change.



Our Objective 2

Creating opportunities and activities so that people with learning disabilities and additional needs can have active and meaningful lives.

Enterprise Lounge

It's been another successful year for the Enterprise Lounge!

We've tried a lot of new activities as well as continuing favourites! We've been focusing on health a lot and cooking healthy food as well as starting to do more walks especially those with mobility problems. By encouraging gentle movement and small wins like walking round the block we are helping people take more ownership of their health.

The building itself is also improving, we had both our toilets refurbished this year so have a nicer environment to use than before. We have other works in the pipeline now that we own the building to keep it modern and in good condition and for it to be somewhere people are proud to attend.

As always we kept things creative with a wide array of art projects including:

- Spray painting old records to make clocks with Julian
- Making tattoo art with John
- Making models with clay with Norman







We have had students join us on their placements from Roehampton University and Croydon College. We are continuing this partnership to continue to enable students to get hands on experience working with people with learning disabilities.

We are lucky to have some local collaborators who spend time with us:

- Yoga with Amanda from Supriya Yoga
- Drama with Andree from Make a Scene
- Tennis coaching with Nathan from Shirley Tennis Club
- Football sessions with the Crystal Palace Foundation
- Pc Scott Jones & The Safer Neighbourhood team
- Ryan McKenzie at Croydon Fire Brigade
- Bose Young@Heart Dance
- Andrew Wright from Woodside Fire Brigade
- Jay and the team from Panash Steel Pan Orchestra
- Sodada at Club Soda

The Enterprise Lounge team worked with social workers, families, our Advocates and the following NHS services:

- Psychologists
- Speech and Language therapists
- Occupational Therapists
- Men's Group – focusing on men's health

Statistics



42

Members in total registered

22

supported on site everyday on average

Average of 2 days +

a week

Staffing ratio

of 1 to 5

36,179

hours

of activities and fun throughout the year



Future plans at the Enterprise Lounge:

- We have transferred records to our new database GoodCRM and will continue to keep digital records
- We are continuing to grow our social enterprise ideas
- We will continue our 1:1's catch ups to ensure people goals and ideas are being recognised
- Carry on supporting individuals in to work and volunteering with the LDA and Volunteer Buddy service.



Monday Club

We're thrilled to share how wonderfully our Monday night social club for adults with learning disabilities is going and it's better than ever!

Now at Christ Church Hall, we welcomed an amazing 78 adults with learning disabilities on our first night. The hall was buzzing with energy, smiles, and laughter as friends reunited and explored the new space. It was clear how much this club means to everyone.

Each week, people return not just for the activities, but for the friendships and sense of belonging. Whether it's dancing, singing, chatting, or simply enjoying each other's company, Monday nights are full of joy.

We often hear from carers and social workers about how important the Monday Club is. It's more than a club; it's a lifeline and a cherished community.

We're proud of what it's become and grateful to everyone who makes it special. We've just welcomed four new member volunteers, and one of our regulars is now our Volunteer DJ!





I love to dance and meet my friends, the staff are very helpful

Karaoke is the best!

93 Volunteer Hours

245 adults. Between 50 and 80 attending weekly!

Out and About and Strictly Come Walking

Out and About and Strictly Come Walking had a fantastic year!

The Strictly Come Walking part of the service was funded entire by the NHS Partnership funding - South West London ICS meaning we did 48 walks this year, averaging 7k of steps every week! The walks grew and grew and we now have a total of 28 people on “our books” who come at least once a month. Each walk gets an average of 12 people and sometimes up to a record breaking 25 people attend! Carers come along too and chat to their peers and exchange tips. Health checks done with Knowledge and Practice also helped some people go on to make positive health changes!

For Out and About, we had a little money left over from the Dodd’s kind donation so we put that to use by arranging a sponsored walk. The money raised (a fantastic £1319) combined with donations from the Alchemy Foundation and Rix/Thomas/Rothenberg (RTR) Foundation meant we could keep Out and About’s super popular bowling sessions going and have a few community sessions, whilst we waited for the next pot of funding to come through (spoiler alert: Out and About is now funded for 2 additional years!)





Some of what we did this year!









"I loved meeting the Care Dogs, they are so friendly!"

"Bowling is my favourite, I get to see all my friends and we go for Burger King after!"

"The walks make me feel better and stronger and happy. It's good to be outside"

Saturday Club





The Saturday Club meets at our day centre on Leslie Park Road, where people look forward to their favourite activities each week. They enjoy cooking simple, healthy dishes, playing games indoors and outdoors, and getting creative with music, art, and crafts.

We usually welcome 8–12 regulars, with newcomers joining taster sessions to see if the club suits them. Due to changing needs, we now meet twice a month – on the second and fourth Saturdays. Like the Monday Club, we pause for eight weeks over summer. Our goal for next year is to secure funding to run weekly sessions.
Activities also take place beyond the centre. Outings to Brighton, Wimbledon, and Lloyd Park for our annual picnic and sports day offer a refreshing change of scenery. We've also enjoyed relaxed movie screenings at the David Lean cinema and a memorable concert at Fairfield Halls.

Adults benefit from the support of Zach and volunteer Kirstie, who help make sessions enjoyable for everyone. We're excited that Zach will officially join the team as a contracted worker in September.
Looking ahead, we aim to:

- Secure new funding to run weekly sessions
- Plan more off-site activities
- Grow our membership
- Explore new, engaging activities

70 Volunteer Hours

29 amount of clubs this year!

"I enjoy the cooking and games"

"I am looking forward to seeing you all today at the Saturday Club ♧. I had been thinking about you all."









Support to Live





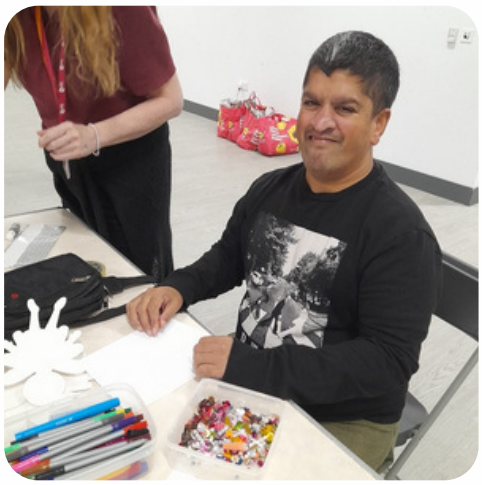
Croydon Mencap's Support to Live service continues to grow, giving people with learning disabilities and/or autism the freedom to shape their own care packages. We offer flexible, transparent support tailored to what you need.

From employing your trusted PAs (to take away the employment burden), supporting you with your favourite activities, supporting you to get volunteering or paid work, to planning your dream holiday, our approach is always person-centred.

This year, we became a trusted Care Partner with Zetetick Housing Charity, helping individuals find quality, fully un/furnished homes with 24/7 support and housing benefit management.

Families can be as involved as they wish: joining in with recruitment, accessing online care records, and attending regular meetings with their care coordinator.

Looking ahead, we're preparing for CQC registration to offer personal care and expand our reach even further.



Spotlight

This year we are incredibly proud of Hassit Patel, a remarkable individual who has shown extraordinary strength, resilience, and growth.

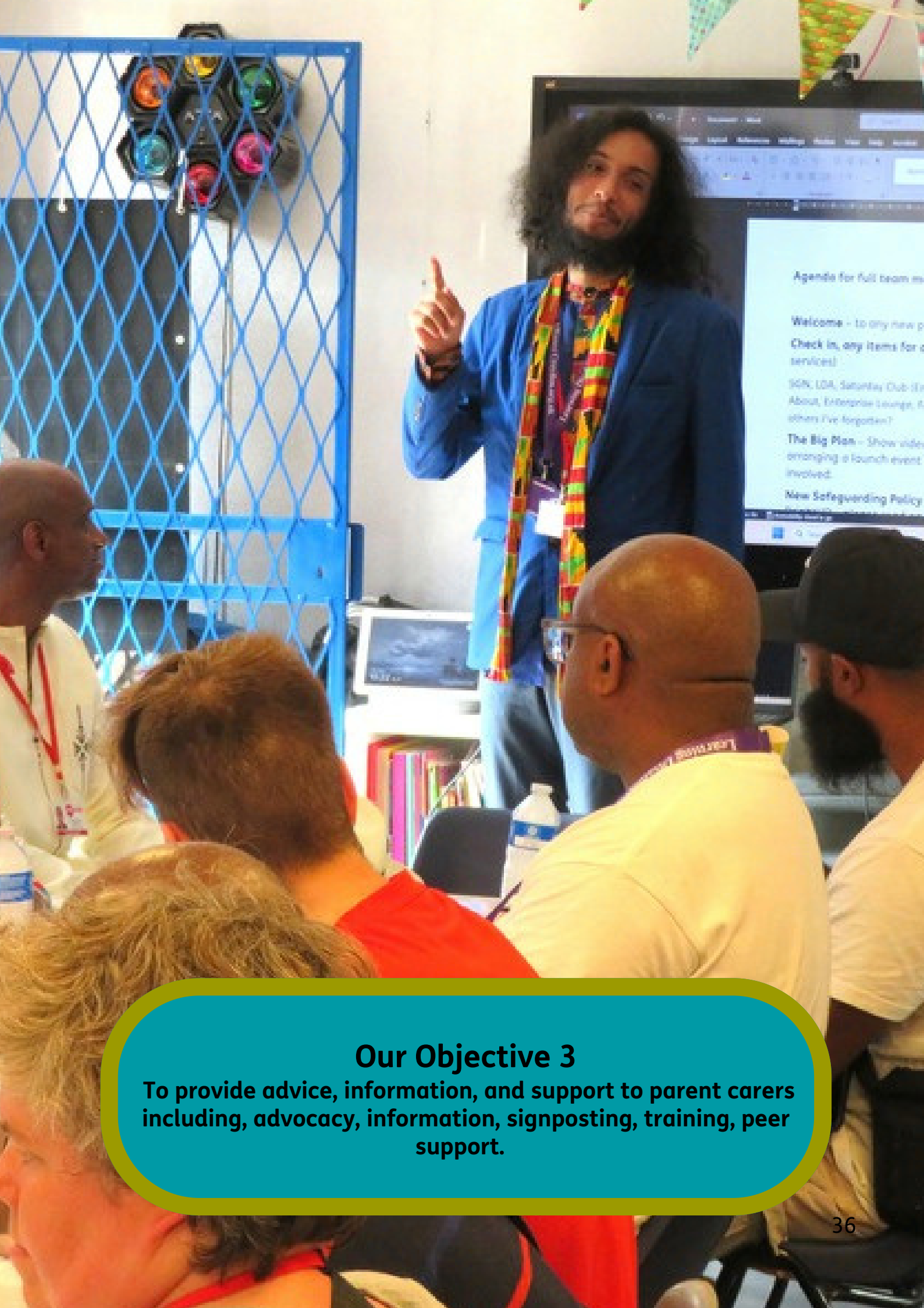
Last year, Hassit faced the sudden and heartbreaking loss of his beloved Mum, a moment that deeply affected not only his family, but all of us at Croydon Mencap. Their bond was incredibly close, and her absence changed his world overnight.

In the face of this life-altering event, Hassit moved into a residential care home near his family and began a journey toward independence. He has embraced his new surroundings with courage and determination, learning vital life skills, making new friends, and becoming part of a new community.

Hassit continues to visit his Dad on weekends, and their bond remains strong. Through everything, he has shown us what it means to grow, adapt, and thrive, even in the face of great loss. He has matured and become more confident and we are all so proud of how far he has come.

Hassit, this award is a celebration of your strength, your spirit, and the inspiring person you are. Your Mum would be very proud of you. Congratulations.





Our Objective 3

To provide advice, information, and support to parent carers including, advocacy, information, signposting, training, peer support.



Carers Support Service

In partnership with Carers Information Service and Mind in Croydon we delivered our final year of carers support with funding from Croydon Council. Our warm and friendly family advocacy support team continued to support unpaid carers in the borough of Croydon. We supported 34 carers who were feeling frustrated, lonely, isolated, worried, overwhelmed and in need of support to navigate these complex situations they find themselves in. We helped them navigate complex mental health, housing, access social care, work with schools and to find a way to have more balance and control back in their lives.

“Croydon Mencap staff members are all well trained, informative, helpful and caring professionals who are approachable and reliable, and always follow up on what they are involved with. Croydon Mencap are the most dedicated social care employees, a cut above most healthcare/social care staff members anywhere!”



CROYDON
www.croydon.gov.uk

“I met with a client yesterday who spoke extremely highly of your peer to peer support group, so well done!!”



100% of people when asked 'How likely are you to recommend our Family Advocacy Support Service' replied 'extremely likely'.

1507

Carers were supported via sign posting to:
Legal services (Access Social Care), Carers Information Service for Carers Assessments and Reviews, Social care for Needs Assessments, National Mencap Wills and Trusts, Community Hubs for Benefits and Housing issue, Social Prescribers, Mind, Off the Record and much more!

50

Parents and carers group Elevensies continues to be successful and a 'much needed' weekly online event as stated by the carers. It is carer-led where they discuss a multitude of topics but above all support each other and several have formed firm friendships with one and other. This group regularly meet face to face too.

Carers Support: Looking to the Future

Exciting Updates for Unpaid Carers in Croydon

While the new Carers Contract has been awarded to National Charity Carers First (details on their website below), unpaid carers of adults with learning disabilities have expressed that they find comfort and camaraderie in the shared, expert understanding of the unique challenges they face, which they believe Croydon Mencap provided. Additionally, they take solace in knowing that many of their loved ones have accessed a variety of our services, allowing us to build trusting relationships, as part of their support network for years, some relationships dating back as long as 20 years!

Based on their feedback, we developed a New Carers Community Membership, initially aimed at funding our work through membership fees while also subsidising it with other fundraising efforts, such as events and grants.

We are thrilled to announce that we have successfully secured two grants for the upcoming year, from April 2025 to March 2026, through Croydon Relief in Need and the Better Care Fund administered by Croydon Council. We are immensely relieved and grateful to know that our services will continue and this year the membership will be free to Carers because of this.

Since Croydon Mencap's very beginning in 1952 which was founded by carers, Croydon Mencap has prioritised support for carers, which we don't want to change.

To join our Carers Community, please visit our website, were you can access our full range of Carers Training, events and pampering plus vital 1:1 advice and support.

If you are a carer and would like a Carers Assessment, please reach out to Carers First: https://www.carersfirst.org.uk/croydon/welcome/

Chill and Chat

Croydon Mencap supported 54 families through our busy and much-needed toddler group, offering a welcoming space for sharing ideas, concerns, and information on local services, courses, and activities. Families also exchanged clothes, toys, and equipment.

We ran:

- 46 toddler sessions
- 40 Zooms
- 14 meet-ups at parks and Mallings Close Children's Centre
- Plus regular phone support for parents/carers

These meet-ups helped siblings and extended families connect, offering opportunities to engage with children with additional needs.

Our Christmas party welcomed over 40 attendees, with every child receiving a gift, balloon, and bubbles—thanks to generous donations from Mr Joe Kissane and The Fence Club Charity Toy Appeal.

We maintain an active WhatsApp group with 54 parent/carers, and are supported by three dedicated volunteers—Susan Squibb, Susie Mordant, and the late Malcolm Bush, who together contributed 300 volunteer hours. Malcolm will be deeply missed.



Professionals including portage workers, speech and language therapists, social workers, and carers centre reps have visited the group. With Mallings Close Children's Centre transitioning to NHS management in September, we're exploring relocation to Shirley Children's Centre with support from manager Jenny Gabriel.

We're deeply grateful to Croydon Council and Jenny Gabriel for hosting this vital group free of charge.

Remembering Malcolm

We were deeply saddened by the passing of Malcolm Bush in January 2025, a longstanding and much-loved volunteer at our Chill and Chat toddler group.



Malcolm was a friendly face, a kind soul, and a huge part of the Chill and Chat community for many years. His generosity with his time and his ability to make everyone feel valued and supported made a huge difference to those who came along.

We are truly grateful for all that Malcolm contributed, and we will miss him greatly.





Early Positive Approaches to Support (EPATs)

With funding via Royal Mencap and in collaboration with Kent University, Croydon Mencap is dedicated to advancing research that highlights the positive effects of supporting parents with preschool children with information and advice from the very start.

The E-PAtS Parent Support Programme addresses key areas where families of children with learning disabilities often require assistance, such as challenging behaviors and sleep issues.

Croydon Mencap is seeking to recruit families for a Randomised Control Trial (RCT) in collaboration with the research team from Kent University and Royal Mencap.

Croydon Mencap has worked with two trainers who deliver these valuable courses. We are truly excited to contribute to the ongoing development and research aimed at supporting families at the beginning of their journey in becoming parents to children with learning disabilities.





Our Objective 4

To support existing volunteers and to increase the number of volunteers where possible

Volunteer Buddies

Volunteering Buddies Project: Celebrating 5 Incredible Years!

We're delighted to celebrate the fifth year of our Volunteering Buddies Project, which is now funded by the National Lottery—a vibrant, empowering initiative that supports adults with learning disabilities into meaningful volunteer roles across Croydon. The project continues to grow from strength to strength, and we are proud to now have 23 supported volunteers in active placements, with the guidance and encouragement of 13 dedicated Support Buddies. Together, they are developing new skills, building confidence, and contributing to their community in inspiring ways. This success is made possible through the support of our incredible partners, who have opened their doors to our volunteers, listed on the next page.







- Croydon FC – where our volunteers run Our Tea Shack, serving refreshments with a smile to fans and visitors throughout the football season. Their hard work and team spirit are a key part of the matchday experience!
- The Felix Project – powering our Canterbury Road food bank, which is run entirely by our volunteers, helping to ensure no one in our community goes hungry.
- Music Relief Foundation – where one of our volunteers is developing her admin skills and greeting guests at reception, building both professional experience and self-belief.
- Quest Primary School – where our volunteer is making a real difference by helping young students improve their reading skills, providing patient, one-to-one support.
- ARCC – where our amazing volunteers regularly support community coffee mornings, creating a warm and welcoming environment for all.
- Legacy Youth Zone – offering vibrant placements that connect volunteers with local youth and help them grow in confidence.
- Good Food Matters – giving volunteers hands-on experience in food preparation and healthy living initiatives that benefit the wider community.
- Canterbury Nursery – where volunteers lend a helping hand during Easter and summer holiday camps, enriching the lives of local children through play, support, and educational workshops.
- Knowledge and Practice – offering tailored, inclusive placements that help build job-ready skills and routine.

The Volunteering Buddies Project is about more than just volunteering—it's about belonging, growth, and inclusion. Our volunteers are not just giving back—they are leading the way in creating a more inclusive Croydon. To all our volunteers, buddies, staff, and community partners—thank you for making these five years such a success. We can't wait to see what the future holds!







Our Objective 5

To maintain and continue to develop user involvement in all aspects of Croydon Mencap's work.

Solution Circles



Croydon Mencap works in partnership with people with learning disabilities, multiple different organisations, charities, the NHS, and the Local Authority through the Learning Disability Partnership Board. This board has now extended into the community, and adults with learning disabilities have founded the 'Solution Circles'. This group meets regularly to discuss and influence in a meaningful way on topics like where people can live, how they can be supported to find work, how they can get active, have good mental health, and form good friendships.

We invite guest speakers along, and we help promote and co-design what good looks like. The group is in its early days, but it has such potential as it feeds into the Council's Performance and Improvement Panel! To join, please email Katherine@croydonmencap.org.uk or speak to any of your friends connected with Croydon Mencap.

I matter

Working at Croydon Mencap

Here at Croydon Mencap, we are always working hard to do things with people with learning disabilities rather than for. One of the most effective ways we can do this is by offering people paid employment as well as asking them to shape and define our charity. This means a significant shift in how we write all our policies, procedures, forms, and templates, and we make changes to ensure we have an inclusive culture.
Croydon, with support from the Learning Disability Alliance, now employs 8 people with learning disabilities. Here is what some of them had to say!

"It's not just about having a job, it's about changing lives, about changing the world. It's a quest, a mission"

"The best thing about working for Croydon Mencap is you obviously get paid"

"Getting a job has made me more independant"

"Thanks to Croydon Mencap I'm meeting people from all walks of life"

"I love my job!"

"I'm now helping people go through the same experiences I did... helping them get closer to their dreams"



Scan the QR Code to watch video of our employees talking about working for Croydon Mencap!

Structure, Governance & Management

Governing Document:
The organisation was founded under a memorandum of association that established the objects and powers of the organisation. It is controlled by its governing document, the memorandum and articles of association, last amended on the 29th March 2021 and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The charity is governed by the board of directors, who are also trustees. The board is made up of a maximum of 11 trustees. They have a number of scheduled meetings each year. The trustees are elected at the Annual General Meeting by the membership, although the board also has the power to co-opt trustees during the year.

Reserves policy
The charity seeks to maintain an unrestricted reserve at all times of a minimum of 3 months up to a maximum of 6 months of the anticipated future expenditure of the charity under free reserves. If there is any disruption to funding, the charity is able to continue to operate for this period whilst it resolves funding issues.

This allows for staff, volunteers, and beneficiaries to be assured of a reasonable continuity of the operation and their services.

The level of reserves required to achieve this range has currently been calculated to be in the region of £163k minimum. This figure has been disclosed separately as the operating reserve on the balance sheet and in Note 19 to the financial statements. This amount is considered sufficient to cover the level of reserves required by the reserves policy of the charity.

The Trustees may choose to set aside funds in a designated reserve for ongoing/future projects, to ensure financial viability for the life of a project.

The Trustees review the level of reserves quarterly based on a risk analysis methodology, while the reserves policy is reviewed yearly and is considered appropriate for the level of operations.

At the end of this financial year, total funds were £626,158 of unrestricted funds, which includes both the operating reserves of £163k and the value of the property purchased, £410k.

Recruitment and Appointment of New Trustees
Board members are recruited via advertising on Charity Jobs, our newsletter, word of mouth, and appeals generally, especially when a specific role, such as that of Treasurer, is required. We are active members of Croydon Council's Black on Board initiative to increase representation on our board from the 'global majority'.

All prospective board members are invited to discuss the work of the charity with the Chair and Chief Executive and to ask any questions relating to the organisation and their roles and responsibilities within it.

All Board members are encouraged to join one of the Board's task-focused working groups, thereby extending their involvement and developing their knowledge and understanding of the issues affecting the day-to-day operations and challenges.

All Board members are elected at the Annual General Meeting by the membership.

Induction and Training of New Trustees
Persons wishing to join the Board of Directors/Trustees will be provided with information about the charity and will attend an interview with the Chair and Chief Executive of the Board. They will also be given the latest Annual Review, Annual Report, and Financial Statements, plus the Memorandum and Articles of Association, the structure of the organisation, and an overview of the way in which the organisation works, as well as publications by the Charity Commission on the role of a trustee and good governance.

All Board Members are elected at the Annual General Meeting by the membership, although they may attend as a co-opted member prior to an AGM being held. Anyone may stand provided they are a member of Croydon Mencap and can comply with the Charity Commission requirements of their status.

Organisational structure:
The Articles of Association govern Croydon Mencap.
The organisation is managed by a Board of Directors who are also Trustees.
Working groups made up of a few members of the Board are tasked by the Board for a specific, time-limited purpose and report back to the Board as necessary.
Decisions on policy and financial matters and other issues that will have a significant effect on the organisation are taken to the main Board to be discussed and ratified.

Risks:
Croydon Mencap faced two significant risks in the 2024/2025 financial year:

External: Croydon Mencap Parent Carer Services
We were unable to tender for the new carers contract, this was due to it being a contract for all carers in a broader sense not specifically carers of adults with learning disabilities, were we also unable to secure a partnership bid. However as always with Charities you adjust and refocus. We have successful raised alternative funds to secure the ongoing services we provide to carers which starts April 2025.

Internal: Rapid Growth
The main risk facing our charity during this period is the rapid 63% increase in turnover driven mainly by a short-term, large contract. While these contracts provide vital opportunities to expand services, they create significant challenges in scaling our infrastructure quickly to meet demand. Rapid, short-term growth can strain operational systems, staff capacity, and financial controls, making it difficult to maintain consistent quality and efficiency. To mitigate these risks, we are prioritising planning, strengthening internal processes, and ensuring that any expansion is supported by appropriate governance, so that resources remain focused on key areas such as safety and payroll

Strategy:
People with learning disabilities helped us shape our new Big Plan as well as other groups and people in the borough, like the Learning Disability Alliance, Willow Learning for Life, carers, councillors, and SEND teachers. This plan is what some people call a ‘strategy’. A strategy is like a map – showing where we want to go and how we’ll get there.

Our new vision is that Croydon is a place where people with learning disabilities have the power, voice, and support to make their own choices, and live life their way.

Over the next few years, we will focus on 6 important things:
1. Understand and show what is working so we can do more of it
2. Bring in more money that we can use freely across our charity
3. Keep safe the things we love
4. Be clear about who needs us most and make sure they get our support
5. Show people who we are and promote the full range of support available across Croydon
6. People with learning disabilities build their confidence, use their strengths, and lead the way

Treasurer's Summary of Accounts to 31st March 2025

I give below an abbreviated financial report on the 2024-25 year. All figures are to the nearest thousand pounds. Full statutory accounts are available from the office on 020-8684-5890. The results for the year showed a surplus of £185k compared with a deficit of £41k in the previous year.

	2024-25	2023-24
INCOME		
	£'000	**£'000**
Income from donations and legacies	13	32
Income for support services and projects	1,187	682
Income from renting out office space	0	8
Investment income	9	17
Other Income	0	2
Total income	**1,209**	**741**
EXPENDITURE		
Operations	245	379
Drop-in services	6	6
Enterprise Lounge (Leslie Park)	224	249
Active Lives	9	28
Other support services and projects	540	120
Total expenditure	**1,024**	**782**
Surplus / (deficit) for the year	**185**	**(41)**
Funds held at start of year	651	692
Funds held as at 31 March	**836**	**651**
Where the funds are held:		
Bank balances	400	374
Leasehold improvements	68	53
Equipment – Including Minibus	17	31
Property	410	410
Net assets / (liabilities)	(59)	(217)
Total assets	**836**	**651**

Our income of £1,209m increased by 63% compared to the previous year. This arose mainly from grants which benefitted several of our service areas, including support and advice, outings and social clubs, our volunteering buddies programme, EPAtS delivery, health improvement initiatives (NHS Health Innovation Fund) and SGN My Network Energy Advice. These were from Croydon Council, the Department for Education, Royal Mencap Society, National Lottery Community Fund, the NHS and SGN.

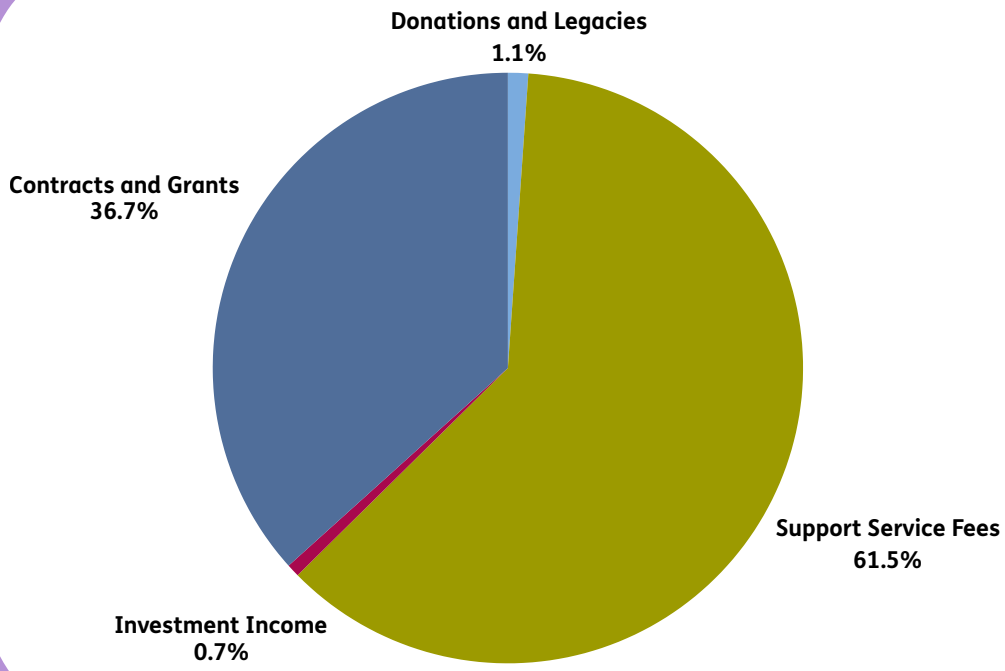
Charitable spend was £1,024m, which is an increase of 31% compared to the previous year.

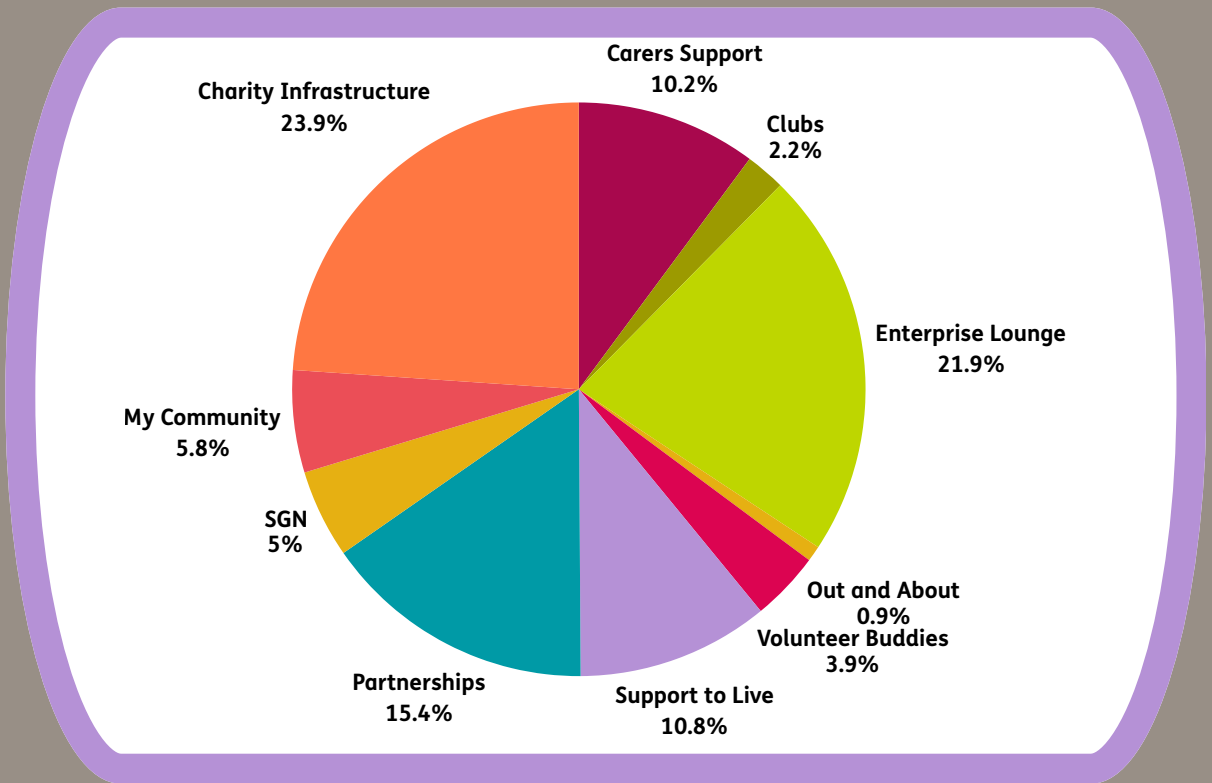
The overall surplus of £185k is attributed to the surrender of the lease on the head office and the savings this brought, prudent expenditure and increased funding.

We remain committed to a core programme of support in the learning disability and autism community of Croydon and continued to operate a range of clubs and programmes throughout the year.

We continue to look for new funding sources to maintain and develop services and projects, and the ongoing efforts to raise funds by our members and staff are as always very much appreciated. Assistance in our efforts to raise funds, improve the current services we offer and to develop new ones, is always most welcome.

Summary of Income and Expenditure





Please see Appendix: 'Full Statutory Audit of Accounts April 2024 to March 2025' for full details.

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STRUCTURE, GOVERNANCE AND MANAGEMENT

REFERENCE AND ADMINISTRATIVE DETAILS

RegisteredCompany number
03628599 (England and Wales)

Registered Charity number
1073063

Registered office

60-61Leslie Park Road
Croydon
CR06TP

Trustees
JWKiamtia-Cooper (Chair)
TJFlood
ACRackett
DLCongdon
SMJDunk (Treasurer)
MrsSP Culling
REBia (appointed 21/11/2024)
EPPrice (appointed 21/11/2024)

CompanySecretary
Ms K Wynne

SeniorStatutoryAuditor
Shona Wardrop C.A.

Auditors
Chariot House Limited
Chartered Accountants
44 Grand Parade
Brighton East Sussex
BN2 9QA

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REFERENCE AND ADMINISTRATIVE DETAILS

Bankers

CAF Bank Ltd
25 Kings Hill Avenue
Kings Hill
Kent
ME19 4JQ
Close Brothers Ltd
10 Crown Place
London
EC2A 4FT
National Westminster Bank Plc
111 South End
Surrey
CR9 1ZY

STATEMENTOF TRUSTEES'RESPONSIBILITIES

The trustees (who are also the directors of Croydon Mencap for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

Thetrustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time thefinancial position of the charitable company and to enable them to ensure that the financial statements comply with theCompanies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for takingreasonable steps for the prevention and detection of fraud and other irregularities.

Insofar as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- thetrustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

AUDITORS

Theauditors, Chariot House Limited, have expressed their willingness to continue in this capacity and will be proposed for re-appointment at the forthcoming Annual General Meeting.

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This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating tosmall companies.

Approved by order of the board of trustees on 26 November 2025 and signed on its behalf by:

J W Kiamtia-Cooper
.....
JW Kiamtia-Cooper - Trustee

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Opinion

We have audited the financial statements of Croydon Mencap (the 'charitable company') for the year ended 31 March 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Inour opinion the financial statements:

-give a true and fair view of the state of the charitable company's affairs as at 31 March 2025 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basisfor opinion

Weconducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Ourresponsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and the provisions available for small entities, in the circumstances set out in note 21 to the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other information

The 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 Report of the Independent Auditors 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 this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:
- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

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Matterson which we are required to reportby exception

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

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

Responsibilities of trustees

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

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

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Our responsibilitiesfor the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors 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 theeconomic decisions of users taken on the basis of these financial statements.

The extent to whichour proceduresarecapable ofdetecting irregularities, including fraud is detailed below:

Based on our understanding of the charity and its activities, and through discussion with the trustees and management, we identified the principal risks of material misstatementboth at the financialstatement level and at the assertion level. We considered these risks in the light of various factors including the level of complexity, subjectivity, uncertainty,

potential management bias, fraud, materiality and any other relevant factors. We considered the extent to which thesewouldhavea material impact on the financial statements and designedour audit work accordingly.
In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliancewith laws andregulations,ourprocedures included thefollowing:

" We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity fromour professionaland sector experience.

" We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud, and reviewed significant or unusual transactions to identify their underlying supportingrationale

" We inspected the minutes of meetings of those charged with governance, and made direct enquiries of management andtheboardof trustees concerningthecharity'spolicies andprocedures relating to:

* Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
* Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or allegedfraud;
* The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.

In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessedwhether the judgements madein making accounting estimates were indicative of a potential bias and tested significant transactions that wereunusual or those outside thenormal course ofbusiness.

Wealso

" discussedand reviewed thecharity's businessmodel andforward planning toassess going concern
" communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliancethroughoutthe audit.
" reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable lawsand regulations.
" Carried out substantive testing onincome and expenditure
" Re-performedreconciliationsof control accounts, andrecalculated items such as depreciation

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to amaterial misstatement in thefinancial statements or non-compliancewith regulation.

This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission ormisrepresentation

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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. This description forms part of our Report of the Independent Auditors.

Use of ourreport

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

Shona Wardrop

Shona Wardrop C.A. (Senior Statutory Auditor)
for and on behalf of Chariot House Limited
Chartered Accountants
44 Grand Parade
Brighton
East Sussex
BN2 9QA

Date: 26 November 2025

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CROYDON MENCAP
STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2025

	Notes	Unrestricted funds £	Property Fund £	Restricted funds £	2025 Total funds £	2024 Total funds £
INCOME AND ENDOWMENTSFROM						
Donations and legacies	2	7,402	-	5,979	13,381	31,743
Charitableactivities	5					
Direct charitable activities		5 71 ,19 5	-	6 16 ,251	1, 18 7,4 46	682,219
Other trading activities	3	-	-	-	-	8,147
Investment income	4	8,544	-	-	8,544	17,330
Other income	6	-	-	-	-	1,392
Total		5 87 ,14 1	-	6 22 ,230	1, 20 9,3 71	740,831
EXPENDITURE ON						
Charitableactivities	7					
Direct charitable activities		5 35 ,90 1	-	4 87 ,655	1, 02 3,5 56	778,883
Support costs		-	-	-	-	2,940
Total		5 35 ,90 1	-	4 87 ,655	1, 02 3,5 56	781,823
NET I NCO M E/ (E XPEND ITU RE)		51 , 240	-	1 34 ,575	185,815	(40,992)
Transfers between funds	19	(503)	-	503	-	-
Net movement in funds		50 , 737	-	1 35 ,078	185,815	(40,992)
RECONCILIATION OF FUNDS						
Total funds brought forward		1 65 ,42 1	4 10 ,000	75,337	650,758	691,750
TOTAL FUNDS CARRIED FORWARD		2 16 ,15 8	4 10 ,000	2 10 ,415	836,573	650,758

The notes form part of these financial statements

Docusign Envelope ID: DAABE66F-694C-4229-A9F7-97D32C2A8BEE

CROYDON MENCAP
BALANCE SHEET
31 MARCH 2025

	Notes	Unrestricted funds £	Property Fund £	Restricted funds £	2025 Total funds £	2024 Total funds £
FIXED ASSETS						
Tangible assets	14	55,067	410,000	-	465,067	493,247
CURRENT ASSETS						
Debtors	15	30,136	-	-	30,136	25,130
Investments	16	3,137	-	-	3,137	3,137
Cash at bank and in hand		186,886	-	210,415	397,301	370,741
		220,159	-	210,415	430,574	399,008
CREDITORS						
Amounts falling due within one year	17	(59,068)	-	-	(59,068)	(207,239)
NET CURRENT ASSETS		161,091	-	210,415	371,506	191,769
TOTAL ASSETS LESS CURRENT LIABILITIES		216,158	410,000	210,415	836,573	685,016
PROVISIONS FOR LIABILITIES	18	-	-	-	-	(34,258)
NET ASSETS		216,158	410,000	210,415	836,573	650,758

The notes form part of these financial statements

continued...

Docusign Envelope ID: DAABE66F-694C-4229-A9F7-97D32C2A8BEE

FUNDS	19		
Unrestricted funds:			
General fund		53,158	16,117
Operating reserves		163,000	149,304
Property Fund		410,000	410,000
		626,158	575,421
Restricted funds:			
LBC Volunteer buddies		31,729	29,919
Royal Mencap - EPAts Delivery		24,430	7,230
DfE Parent Participation		-	105
Local Offer		10,535	10,535
Parent Carer Assessments		24,306	24,306
NHS Health Innovations Fund		1,305	2,695
Royal Mencap Guardians of the Internet		-	547
SGN		85,394	-
Royal Mencap My Community		30,901	-
Out and About		1,815	-
		210,415	75,337
TOTAL FUNDS		836,573	650,758

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

The financial statements were approved by the Board of Trustees and authorised for issue on .....2..6.. .N...o..v..e..m....b..e..r. .2..0...2..5..... and were signed on its behalf by:

J W Kiamtia-Cooper
.....
JW Kiamtia-Cooper - Trustee

The notes form part of these financial statements

Docusign Envelope ID: DAABE66F-694C-4229-A9F7-97D32C2A8BEE

CROYDON MENCAP
CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2025

	Notes	2025 £	2024 £
Cash flows from operating activities			
Cash generated from operations	1	34,635	183,327
Net cash provided by operating activities		34,635	183,327
Cash flows from investing activities			
Purchase of tangible fixed assets		(16,619)	(411,606)
Sale of tangible fixed assets		-	1,392
(Increase)/Decrease in long term funds		-	385,425
Interest received		8,544	17,330
Net cash used in investing activities		(8,075)	(7,459)
Change in cash and cash equivalents in the reporting period		26,560	175,86
Cash and cash equivalents at the beginning of the reporting period		3 70 ,741	8 194,87
Cash and cash equivalents at the end of the reporting period		3 97 ,301	370,741 3

The notes form part of these financial statements

Docusign Envelope ID: DAABE66F-694C-4229-A9F7-97D32C2A8BEE

1. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2025 £	2024 £
Net income/(expenditure) for the reporting period (as per the Statement of Financial Activities)	185,815	(40,992)
Adjustments for:		
Depreciation charges	33 ,9 09	35,193
Profit on disposal of fixed assets	-	(1,392)
Interest received	(8,544)	(17,330)
Provision for liabilities	(34,258)	34,258
Impairment losses	10,890	-
(Increase)/decrease in debtors	(5,006)	15,606
(Decrease)/increase in creditors	(1 48 ,1 71)	157,984
Net cash provided by operations	34,635	183,327

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1/4/24 £	Cash flow £	At 31/3/25 £
Net cash			
Cash at bank and in hand	370,741	26 ,5 60	3 97,301
	3 70 ,741	26 ,5 60	397,301
Liquid resources			
Deposits included in cash	-	-	-
Current asset investments	3,137	-	3,137
	3,137	-	3,137
Total	3 73 ,878	26 ,5 60	400,438

The notes form part of these financial statements

Docusign Envelope ID: DAABE66F-694C-4229-A9F7-97D32C2A8BEE

1. ACCOUNTING POLICIES

Basisof preparing thefinancialstatements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The accounts are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future and on that basis the charity is considered to be a going concern.

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

Income

General All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants 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.

Voluntary income is received by way of donations and gifts and is included in full in the statement of activities when receivable.

Revenue grants are credited to the statement of financial activities when received or receivable whichever is earlier.

Where unconditional entitlement to grants receivable is dependent upon fulfilment of conditions within the charity's control, the incoming resources are recognised when there is sufficient evidence that conditions will be met. Where there is uncertainty as to whether the charity can meet such conditions the incoming resource is deferred.

Income generated from the supply of goods or services is included in the statement of financial activities in the period in which the supply is made.

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.

Donated services and facilities

Docusign Envelope ID: DAABE66F-694C-4229-A9F7-97D32C2A8BEE

1. ACCOUNTING POLICIES - continued

Income

Donated services or facilities are recognised as income when the charity has control over the item or receive the service, any conditions associated with the donated item have been met,the receipt of economic benefit from use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS102), volunteer time is not recognised so refer to the trustees' annual report for more information on their contribution.

On receipt, donated services and facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Ex pe ndi t ur e

General Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources. Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

Allocation of support costs

Resources are allocated to the particular activity where the cost relates directly to that activity.

Support costs are the functions that assist the work of the charity but do not directly undertake charitable activities.

The overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned based upon the level of resource required to support each activity.

Governance costs are the costs related with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

Operating leases

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

Tangible fixed assets

Expenditure on fixed assets above the value of £500 are capitalised.
All fixed assets are initially recorded at cost. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.
Depreciation is provided at rates calculated to write down the cost of each asset less its residual value evenly over its estimated useful life on the following bases:

Fixtures and fittings	25% Straight line
Motor vehicles	20% Straight line
Leasehold improvements	Over terms of lease

Docusign Envelope ID: DAABE66F-694C-4229-A9F7-97D32C2A8BEE

1. ACCOUNTING POLICIES - continued

Taxation

The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK Corporation Tax purposes. Accordingly the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the . trustees.

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose.

Restricted funds can only be used for particular restricted purposes within the objects of the charity.

Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Restricted capital funds are released on a yearly basis to unrestricted funds over the period of the lease held at the chanty's' registered office at Portland House, 678 London Road, Thornton Heath, Surrey, CR7 7HU.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and otherpost-retirement benefits

The charity operates a defined contribution pension scheme, which all employees are eligible to join. The total amount of contributions recognised in the statement of financial activity are shown in note 9 and represent the employers contribution to the scheme or to employees personal pension schemes.

There were no outstanding or prepaid contributions at the balance sheet date and the charity has no liability under the scheme other than the payment of those contributions.

Invest ment s

Current asset investments represent cash on deposit with a maturity of six months or more from the date of acquisition or opening of the deposit or similar account.

Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount is offered.

Prepayments are valued at the amount prepaid net of any trade discounts due.

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.

Docusign Envelope ID: DAABE66F-694C-4229-A9F7-97D32C2A8BEE

1. ACCOUNTING POLICIES - continued

Financialinstruments

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 with the exception of bank loans which are subsequently measured at amortised cost using the effective interest rate method.

2. DONATIONS AND LEGACIES

	2025	2024
	£	£
Donations	12,759	31,087
S ub sc r ip tio ns	622	656
	13,381	31,743

3. OTHER TRADING ACTIVITIES

	2025	2024
	£	£
Rent received	-	8,147

4. INVESTMENT INCOME

	2025	2024
	£	£
Deposit account interest	8,544	17,330

5. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2025	2024
		£	£
Support and advice	Direct charitable activities	217,469	131,156
Enterprise Lounge	Direct charitable activities	394,587	387,588
Grants	Direct charitable activities	499,074	70,280
Outings and social clubs	Direct charitable activities	27,434	32,222
Volunteering Buddies	Direct charitable activities	48,882	47,315
EPAtS delivery	Direct charitable activities	-	13,658
		1,187,446	682,219

Grants received, included in the above, are as follows:

	2025	2024
	£	£
Royal Mencap NHS Health Inequalities	131,776	-
Fund NHS Health Innovations Fund Royal	-	20,000
Mencap Saturday Club Royal Mencap	170,000	20,000
Guardians of the Internet LBC Children	-	2,500
with Disabilities Croydon Active Voices	3,125	1,125
	-	14,990
	17,395	11,665
Carried forward	322,296	70,280

continued...

Docusign Envelope ID: DAABE66F-694C-4229-A9F7-97D32C2A8BEE

5. INCOME FROM CHARITABLE ACTIVITIES - continued

	2025	2024
	£	£
Brought forward	322,296	70,280
My Network Energy Advice	149,288	-
Carer's Respite	10,000	-
Carer's Support	14,990	-
Dodds Enterprises	2,500	-
	499,074	70,280

6. OTHER INCOME

	2025	2024
	£	£
Gain on sale of tangible fixed assets	-	1,392

7. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 8)	Support costs (see note 9)	Totals
	£	£	£
Direct charitable activities	1, 0 14,0 58	9,498	1,023,556

8. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2025	2024
	£	£
Staff costs	631,398	459,443
Professional fees	8,976	11,245
Premises costs	27,949	73,585
Insurance	7,127	6,948
Training costs	10,077	9,457
Repairs,maintenance and cleaning	10,393	18,207
Transport	40,009	38,595
Outings,trips and activity costs	36,357	21,746
Office costs	33,440	31,473
Publicity	7,215	5,025
Other costs	17,647	18,800
Bank charges	656	274
Community Partner	138,015	14,634
Dilapidations	-	34,258
Depreciation	33,909	35,193
Impairment losses	10,890	-
	1,014,058	778,883

continued...

Docusign Envelope ID: DAABE66F-694C-4229-A9F7-97D32C2A8BEE

9. SUPPORT COSTS

	Governance costs £
Direct charitable activities	9,498

Support costs, included in the above, are as follows:

Governance costs

	2025 Direct charitable activities £	2024 Total activities £
Audit / Examiner' remuneration	9,498	2,940

10. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2025 £	2024 £
Audit / Examiner' remuneration	9,498	2,940
Depreciation - owned assets	33,909	35,193
Surplus on disposal of fixed assets	-	(1,392)
Operating lease rentals - land and buildings	-	52,084
Operating lease rentals - other	-	1,420

11. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2025 nor for the year ended 31 March 2024.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2025 nor for the year ended 31 March 2024.

12. STAFF COSTS

	2025 £	2024 £
Wages and salaries	5 78 ,832	425,146
Social security costs	42,423	26,130
Other pension costs	10,143	8,167
	631,398	459,443

Pension costs are allocated between restricted and unrestricted funds in proportion to therelatedstaff costs incurred for each specific project.

The charity considers its key management personnel to be the trustees and senior management being the CEO, Operations Lead and Project Lead. The total employee benefits including employers' national insurance contributions and pension contributions was £132,722 being 3 staff (2024: £92,947 (3 staff)).

Docusign Envelope ID: DAABE66F-694C-4229-A9F7-97D32C2A8BEE

12. STAFF COSTS - continued

The trustee have considered the level of holiday entitlement carried forward at the year end and have decided that it is not material. An accrual has therefore not been made.

The average monthly head count was 35 staff equating to 20 full time equivalent (2024: 30 staff, FTE 16).

As all staff are involved in delivering or enabling the delivery of charitable activities, all staff costs are included in Note 7 & Note 8 and are not allocated to support costs in Note 9.

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

	2025	2024
Charitable activities	32	13
Support	2	2
Governance	1	1
	35	16

No employees received emoluments in excess of £60,000.

13. COMPARATIVES FOR THE STATEMENT OFFINANCIAL ACTIVITIES

	Unrestricted funds £	Property Fund £	Restricted funds £	Total funds £
INCOMEANDENDOWMENTS FROM				
Donations and legacies	6,177	-	25,566	31,743
Charitable activities				
Direct charitable activities	4 89 ,372	-	192,847	682,219
Other trading activities				
Investment income	8,147	-	-	8,147
Other income	17 ,3 30	-	-	17,330
	1,392	-	-	1,392
Total	5 22 ,418	-	218,413	740,831
EXPENDITURE ON Charitableactivities				
Direct charitable activities	5 95 ,123	-	183,760	778,883
Support costs	2,940	-	-	2,940
Total	5 98 ,063	-	183,760	781,823
NET INCOME/(EXPENDITURE)	(75,645)	-	34,653	(40,992)
Transfers between funds	(4 10 ,000)	4 10 ,000	-	-
Net movement in funds	(4 85 ,645)	4 10 ,000	34,653	(40,992)
RECONCILIATIONOF FUNDS				
Total funds brought forward	651,066	-	40,684	691,750

continued...

Docusign Envelope ID: DAABE66F-694C-4229-A9F7-97D32C2A8BEE

13. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted funds £	Pr op er ty Fund £	Restricted funds £	Total funds £
TOTAL FUNDS CARRIED FORWARD	1 65 ,421	4 10 ,000	75,337	650,758

14. TANGIBLE FIXED ASSETS

	Short leasehold £	Long leasehold £	Improvements to property £
COST			
At 1 April 2024	1 79 ,874	410,000	94,246
Additions	-	-	12,250
Impairments	(10,890)	-	-
At 31 March 2025	1 68 ,984	410,000	106,496
DEP RE CIA TIO N			
At 1 April 2024	1 68 ,590	-	52,794
Charge for year	394	-	15,084
At 31 March 2025	1 68 ,984	-	67,878
NETBOOKVALUE			
At 31 March 2025	-	410,000	38,618
At 31 March 2024	11,284	410,000	41,452

	Fixtures and fittings £	Motor vehicles £	Totals £
COST			
At 1 April 2024	69,226	32,195	785,541
Additions	4 ,3 69	-	16,619
Impairments	-	-	(10,890)
At 31 March 2025	73,595	32,195	791,270
DEP RE CIA TIO N			
At 1 April 2024	57,291	13,619	292,294
Charge for year	11,987	6,444	33,909
At 31 March 2025	69,278	20,063	326,203
NETBOOKVALUE			
At 31 March 2025	4 ,3 17	12,132	465,067
At 31 March 2024	11,935	18,576	493,247

continued...

Docusign Envelope ID: DAABE66F-694C-4229-A9F7-97D32C2A8BEE

15. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025	2024
	£	£
Trade debtors	10,838	5,091
Other debtors	14,437	14,183
Prepayments	4,861	5,856
	30,136	25,130

16. CURRENT ASSET INVESTMENTS

	2025	2024
	£	£
Close Brothers Treasury Deposit	3,137	3,137

17. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025	2024
	£	£
Trade creditors	11,417	3,935
Social security and other taxes	18,117	9,695
Other creditors	5,535	7,316
Accruals and deferred income	4,553	177,170
Accrued expenses	19,446	9,123
	59,068	207,239

18. PROVISIONS FOR LIABILITIES

	2025	2024
	£	£
Provisions	-	34,258

continued...

Docusign Envelope ID: DAABE66F-694C-4229-A9F7-97D32C2A8BEE

19. MOVEMENT IN FUNDS

	At 1/4/24 £	Net movement in funds £	Transfers between funds £	At 31/3/25 £
Unrestricted funds				
General fund	16 ,1 17	51 ,2 40	(14,199)	53,158
Operating reserves	1 49 ,304	-	13,696	163,000
Property Fund	4 10 ,000	-	-	410,000
	575,421	51 ,2 40	(503)	626,158
Restrictedfunds				
LBC Volunteer buddies	29 ,9 19	1,810	-	31,729
Royal Mencap - EPAts Delivery	7,230	17 ,2 00	-	24,430
DfE Parent Participation	105	(608)	503	-
Local Offer	10 ,5 35	-	-	10,535
Parent Carer Assessments	24 ,3 06	-	-	24,306
NHS Health Innovations Fund	2,695	(1 ,3 90)	-	1,305
Royal Mencap Guardians of the Internet	547	(547)	-	-
SGN	-	85 ,3 94	-	85,394
Royal Mencap My Community	-	30 ,9 01	-	30,901
Out and About	-	1,815	-	1,815
	75 , 337	134,575	503	210,415
TOTAL FUNDS	6 50 ,758	1 85 ,815	-	836,573

Net movement in funds, included in the above areasfollows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	587,141	(535,901)	51,240
Restrictedfunds			
LBC Carer's Support	79 ,7 54	(79,754)	-
LBC Volunteer buddies	49 ,5 41	(47,731)	1,810
Royal Mencap - EPAts Delivery	32 ,1 23	(14,923)	17,200
DfE Parent Participation	17 ,3 95	(18,003)	(608)
NHS Health Innovations Fund	1 70 ,000	(171,390)	(1,390)
Royal Mencap Guardians of the Internet	3,125	(3,672)	(547)
SGN	1 49 ,288	(63,894)	85,394
LBC Carer's Respite	10 ,0 00	(10,000)	-
Royal Mencap My Community	99 ,6 53	(68,752)	30,901
Out and About	11 ,3 51	(9,536)	1,815
	6 22 ,230	(487,655)	134,575
TOTAL FUNDS	1, 2 09,3 71	(1,023 ,556)	185,815

continued...

Docusign Envelope ID: DAABE66F-694C-4229-A9F7-97D32C2A8BEE

19. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1/4/23 £	Net movement in funds £	Transfers between funds £	At 31/3/24 £
Unrestricted funds				
General fund	57 ,5 04	(41,387)	-	16,117
Operating reserves	2 00 ,000	-	(50,696)	149,304
Designated fund - dilapidations	5,000	(34,258)	29,258	-
Capital Purchase Reserve	3 88 ,562	-	(388,562)	-
Property Fund	-	-	4 10, 000	410,000
	651,066	(75,645)	-	575,421
Restrictedfunds				
LBC Volunteer buddies	-	29 ,9 19	-	29,919
Royal Mencap - EPAts Delivery	-	7,230	-	7,230
DfE Parent Participation	5,843	(5 ,7 38)	-	105
Local Offer	10 ,5 35	-	-	10,535
Parent Carer Assessments	24 ,3 06	-	-	24,306
NHS Health Innovations Fund	-	2,695	-	2,695
Royal Mencap Guardians of the Internet	-	547	-	547
	40 , 684	34 ,6 53	-	75,337
TOTAL FUNDS	6 91 ,750	(40,992)	-	650,758

Docusign Envelope ID: DAABE66F-694C-4229-A9F7-97D32C2A8BEE

19. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	522,418	(563,805)	(41,387)
Designated fund - dilapidations	-	(34,258)	(34,258)
	522,418	(598,063)	(75,645)
Restrictedfunds			
LBC Carer's Support	58,782	(58,782)	-
LBC Volunteer buddies	47,315	(17,396)	29,919
Royal Mencap - EPAts Delivery	13,658	(6,428)	7,230
DfE Parent Participation	11,665	(17,403)	(5,738)
NHS Health Inequalities Fund	20,000	(20,000)	-
NHS Health Innovations Fund	20,000	(17,305)	2,695
Royal Mencap Saturday Club	2,500	(2,500)	-
Royal Mencap Guardians of the Internet	1,125	(578)	547
Royal Mencap Drama Sessions at Leslie Park	1,462	(1,462)	-
Royal Mencap South Norwood Festival	1,350	(1,350)	-
Dodds Enterprises	25,314	(25,314)	-
StJohn's Church, Shirley	252	(252)	-
LBC Children with Disabilities			
	14,990	(14,990)	-
	218,413	(183,760)	34,653
TOTAL FUNDS	740,831	(781,823)	(40,992)

continued...

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19. MOVEMENT IN FUNDS - continued

Purposes of Restricted Funds.

Income Funds.

Carer's Support - is a grant received from LB Croydon as part of the Carer's Support Partnership and contributes to the salaries and running costs of providing support services for carers, including welfare rights and advocacy.

Carer's Respite - is a grant received from LB Croydon for supported day trips for carers of those with learning disabilities, either alone with their cared for together.

Volunteer Buddies - is a grant from the National Lottery Community Fund to fund the salary and running costs of our project supporting adults with learning disabilities to become volunteers.

Out and About/Dodds Enterprises - is a donation to fund our Out and About programme of events to help adults with learning disabilities access the community and social activities.

EPAtS - is a grant from the Royal Mencap Society to deliver a parenting support programme called "Early Positive Approaches to Support".

Children with Disabilities - is a grant from LB Croydon contributing to the salaries and running costs of providing our Family Support Service for parents/carers.

DfE Parent Participation - is a grant towards the salary and running costs of the Croydon Parent Carer Forum called Croydon Active Voices which is supported by Croydon Mencap.

LocalOffer - is a grant towards developing a website for young people with SEND.

ParentCarerAssessments - is a grant towards the salaries and running costs of a pilot scheme carrying out carer assessments.

NHSHealth Innovations Fund - community grant towards delivering services that improve health and wellbeing.

Royal Mencap Guardians of the Internet - funding to deliver online safety and media literacy sessions in local schools.

SGN - funding from Southern Gas Network to deliver 'My Network Energy Advice' to the Learning Disability community in Croydon.

Royal Mencap My Community - a grant to increase the representation of people with a learning disability in organisations, through volunteering or employment, promote independence, financial freedom, talent expression and equal opportunities.

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19. MOVEMENT IN FUNDS - continued

Purposes of Unrestricted Funds.

General Fund.
This fund represents the 'free reserves' after allowing for all designated funds.

Designated Funds.
The Operating Reserve fund is held as a value sufficient as a minimum to cover three to six months' operating costs, major fluctuations in income from budget, contingencies for long-term commitments and any deficit on restricted reserves due to over commitment or payment on those projects.

20. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2025.

21. FRC ETHICAL STANDARD - PROVISIONS AVAILABLE FOR SMALL ENTITIES
In common with many other businesses of our size and nature we use our auditors to prepare and submit returns to the tax authorities and assist with the preparation of the financial statements.

22. LEGAL STATUS OF THE CHARITY
Croydon Mencap is a charitable company, limited by guarantee, registered in England and Wales, and has no share capital. No one member has overall control of the company.

In accordance with Clause 10 of the Memorandum of Association every member is liable to contribute a sum up to £1 in the event of the company being wound up. In the event of the company being wound up any assets remaining, after the satisfaction of all the company's debts and liabilities, shall be given or transferred to some other charitable institution or institutions having objects similar to the objects of the charity and which prohibit the distribution of its or their income and property among its members.

The company's registered number and registered office address can be found in the 'Legal and Administrative Information' section of the trustees annual report.

Financial Landscape

This year marks a significant turning point for Croydon Mencap's financial position. Historically, the charity has recorded annual deficits, partly due to our commitment to reinvesting our large reserve balance which was as a result of a legacy, and partly because several of our services were no longer fully funded or were operating at a deficit.

Over recent years, we have taken deliberate and strategic steps to move the organisation onto a more sustainable footing, one where our charity cover its costs, our operations are lean and effective, so that any surplus generated can be reinvested into new ideas and innovation for people with learning disabilities and their families.

A key part of our strategy has focused on managing our property and infrastructure costs. Previously, we rented two buildings: one used as a head office and another as a base for our Enterprise Lounge service. Following a detailed review and financial appraisal, we made the decision to purchase the Enterprise Lounge building, securing a long-term home for the service while reducing future rental expenditure. At the same time, we exited the lease on our head office, which had become underused as more staff continued to work remotely after the pandemic. These decisions have significantly reduced our ongoing overhead costs.

As a result of these efforts, alongside increased income, but with expenditure not increasing at the same rate, the charity reported a surplus of £185,815 for the year ending 31 March 2025. This represents a remarkable improvement compared to previous years and demonstrates the effectiveness of our financial sustainability plan.

Our income increased by 63% in one year, rising to £1.209 million, largely due to securing a significant one-year contract with SGN as well as several smaller grants and contracts. Each of these contracts contributes a proportion towards our central infrastructure costs, strengthening the overall financial health of the organisation. Importantly, we achieved this growth without a corresponding increase in expenditure: we maintained a cautious approach to staffing and did not expand our central resources, while all services operated prudently within their budgets.

It is worth acknowledging that this surplus sits within a challenging wider context for the voluntary sector. The Charity Commission's Risk Assessment Report 2025 highlights that many charities continue to face rising costs, income uncertainty, and greater demand for services. Against this backdrop, Croydon Mencap's strong financial performance is both encouraging and a testament to the hard work and commitment of our staff, trustees, and partners over the past few years.

While this year's surplus is welcome, it will partly go towards maintaining a sufficient operating reserves to safeguard the charity in case of any disruption to income or unexpected costs. After accounting for these factors, approximately £50,000 of unrestricted funds will be available to reinvest in our new Big Plan.

In summary, Croydon Mencap enters the new financial year in a strong and stable position, with a clear plan for reinvestment, sustainability, and growth. This achievement reflects prudent management, strategic decision-making, and a shared commitment to securing the future of our vital services for people with learning disabilities and their families in Croydon.

Historically, the council has provided Croydon Mencap with funding for non-statutory projects and infrastructure support, which we appreciated. However, we have shifted our expectations regarding financial assistance, recognising the council's fiscal situation. Currently, we manage two contracts with the council in partnership with the Carers Information Service and Mind in Croydon, which accounts for 7% of our total funding, both contracts will be coming to and end.

We are thrilled to have secured new funding for 2025 - 2026 to continue our Carers Support from Croydon Relief in Need and the Better Care Fund administered via Croydon Council.

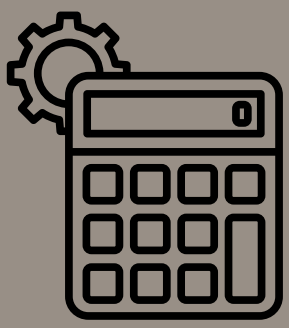
Furthermore, we are pleased to share that Croydon Mencap has secured a one-year grant from Reedham Children's Trust in partnership with local organisations, Good Food Matters and Knowledge and Practice, which is due to commence in the new year

The year-end reserves balance stands strong at £626,158 which includes the value of the building (£410,000), it adequately covers 3 months operating costs (£163,000) should funding become an issue and that leaves £53,158 to reinvest towards future strategy and growth.

Investment Powers and Policy:
The trustees, considering the liquidity needs of the charity, have maintained available funds in various short-term interest-bearing deposit accounts, striving to achieve the highest possible return on these deposits.

At year-end, total investment income was at £8,544 (2023/2024: £17,330).

The year-end reserves balance stands strong at £626,158 which includes the value of the building (£410,000), it adequately covers 3 months operating costs (£163,000) should funding become an issue and that leaves £53,158 to reinvest towards future strategy and growth.









Looking to the Future

Last year we asked—is it possible for us to obtain funding for Youth Services in the borough? Yes! We have secured Youth Innovation funding from Reedham Children's Trust to start projects in 2025-2026.

Last year we asked: Should we become CQC registered and grow our Support to Live Service? The answer is yes! In 2025 we set up a board Task and Finish Group to oversee this process.

Last year we asked: How can we support adults with Learning Disabilities who no longer want to live with family? We are in the process of setting up as a Trusted Care Provider with Zetetick Housing Charity and will be looking at lots of initiatives around supported living via our Support to Live Service.

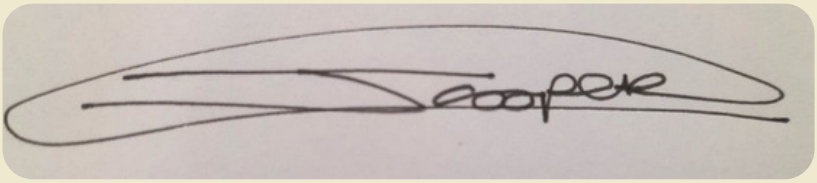
How can we amplify the voices of individuals with learning disabilities at the board level? We are looking at exploring this.

What strategies can we implement to enhance our infrastructure support? This is one of our key aims in our new 5 year Strategy:
'Bring in more money that we can use freely across our Charity.'



Approval

This report was approved by the Board of Directors and Trustees on 29/102025 and signed on its behalf by:



James Kiamtia-Cooper
Chair of Board of Trustees





Thank you for reading and your ongoing support!

Croydon mencap

020 8662 9201

info@croydonmencap.org.uk

www.croydonmencap.org.uk

60-61 Leslie Park Road, Croydon, CR0 6TP
Company Registered no. 3628599 Registered Charity no. 1073063

Thank you to everyone involved for making this a successful year!

Croydon Mencap

England & Wales - Charity number 1073063

Accounts

Croydon mencap

ANNUAL REPORT



Croydon Mencap: Creating a Croydon that is a great place to live if you have a learning disability.

2023-2024

REGISTERED COMPANY NUMBER: 03628599 (England and Wales) - REGISTERED CHARITY NUMBER: 1073063



Thanks to the team for the wonderful photographs, additional photography by Kevin Oakhill. Designed by Emily Oakhill and Katherine Wynne.

Table of Content

Croydon mencap

02 Introductions and Reflections

06 Funders, Doners and Supporters

08 Objectives 1: Working in Partnership

15 Objective 2: Creating Opportunties

28 Objective 3: Supporting Carers

36 Objective 4: Volunteering

40 Objective 5: User Involvement

43 Structure, Management and Governance

47 Summary of Income and Expenditure

49 Financial Landscape

51 Looking to the Future

Introduction



Board of Trustees

Chair - James Kiamtia-Cooper,
Vice Chair - Sue Culling
Treasurer - Stuart Dunk
Chief Executive and Company Secretary – Katherine Wynne
David Congdon
Tim Flood
Angelene Rackett

The trustees present their annual report together with the Independent Examination of accounts and financial statements of the charity for the year ending 31st March 2024.
These are also prepared to meet the requirements for a directors' report and accounts for Companies House purposes.

Croydon Mencap's mission: We want a Croydon where people with learning disabilities can live in a place they want to call home, with the people and things that they love, in communities where we all look out for one another, doing the things that matter most to them.

Public Benefit:
The Trustees confirm that they have complied with their duties under section 17 of the Charities Act 2011 when considering the charitable activities and future programs detailed in this annual report. They consider that Croydon Mencap, together with partners, have contributed positively to its mission.

Reflections on 2023/24



James Kiamtia-Cooper, Chairperson

Operating within a borough facing economic and social challenges, Croydon Mencap has remained committed this past year to reducing our infrastructure costs. This allows us to redirect our savings towards sustaining our impact. Our cost-reduction strategies have included several targeted workstreams with the CEO and Board of Trustees, with the goal of relinquishing the lease on our head office building in Thornton Heath, set to conclude in June 2024.

One of our workstreams focused on exploring the feasibility of purchasing the Enterprise Lounge day service building, which we have rented since 2009. We are thrilled to share that this endeavor has been successful, providing a significant advantage for the charity by securing an investment and long-term stability.

We recognize that delving into our finances has taken time and adjustment, but we believe this method will facilitate a smooth transition into long-term strategic planning built on an efficient foundation.

As the largest borough in London, Croydon has around 7,500 adults with learning disabilities registered with the NHS Learning Disability register, which is double the national average. It is crucial that we remain aware of this and work together with people with learning disabilities and collaborate effectively to make Croydon a great place to live.

We are grateful for the diverse funding sources, including The Lottery, Royal Mencap, Croydon Council, South West London NHS ICB, Google, CVA, and various sponsored fundraising initiatives.

Our partnerships with Carers Information Service, Mind, and our Family Advocacy and Support team have produced positive outcomes for carers in the borough. We have worked closely with the Council, NHS, and other stakeholders to develop the Carers Strategy.
A heartfelt thank you goes out to all our colleagues, volunteers, partners, and supporters for your unwavering dedication and assistance.



Katherine Wynne
CEO

Numerous examples illustrate how Croydon Mencap teams and colleagues engage in holistic and creative approaches and we are constantly learning. It's clear that our work extends beyond individuals with learning disabilities; we support whole families and communities. Time and again, we have seen trust, friendships, and positive experiences flourish, reminding us of the significant impact we can make when we work in partnership with those who may have faced lifelong challenges, often unseen. Sometimes we don't always get it right but we are continously learning and reflecting together.

We advocate for and support the social model of disability, recognising that societal barriers frequently shape an individual's experience of disability. We are optimistic that the updated learning disability action plan—developed with the insights of individuals with learning disabilities alongside the voluntary sector, Council, and NHS —will positively transform our borough by dismantling obstacles and making a better environment for people to thrive in.

Our self-directed supported teams at Croydon Mencap have harnessed their skills and enthusiasm to extend their work beyond our traditional boundaries, forging new partnerships and securing additional funding. This has allowed us to develop fresh opportunities and experiences with residents. For instance, collaborating with artists and the community team from St Christopher's hospice to address themes of grief and loss—an experience that resonates with us all. This collaboration culminated in the remarkable 'Be Happy Be Sad' party, which you can find detailed on page 12.










As a charity, we are continually learning, especially about community engagement, and we are immensely thankful to the Learning Disability Alliance for their leadership in this area. Through this collaboration, we participated in Croydon's first ever Learning Disability Carnival, right in the heart of the community. This event was made possible by the dedication, skills, and time of both volunteers with and without learning disabilities, as well as various community groups and charities, highlighting that everyone had something valuable to contribute. For a glimpse of the joy we experienced that day, check out page 11.

We have cautiously begun to explore new avenues to amplify our postive contribution in the borough. Our 'Support to Live' 24 care and support service, which operates on an 'Individual Service Fund' model, has successfully completed its six-month pilot and is thriving —more details can be found on page 27. Additionally, we trialed our Out and About Extra program; although it didn't expand as we had hoped, we gained valuable insights that may lead us to pursue it again in the future.

With support from Open Future Learning and Oliver McGowan training, we have strengthened our commitment to creating environments that promote full participation and autonomy, we all want to take charge of our own lives and this is important to people with learning disabilities too. We ensure that there are people to offer encouragement and support. Living an ordinary life should be available to everyone, enriched by connections with friends, family, neighbors, and colleagues, offering endless possibilities along with the ups and downs that everyone deserves to experience.

This annual report serves as a testament to the objectives we have accomplished this year in alignment with our vision. It also outlines our funding sources, expenditures, and our long-term goals. Enjoy the read!

Funders, donors and supporters

As with all charities, our ability to fulfill our mission relies on fundraising efforts, donations, subscriptions and all those individuals who have kindly and generously supported us in so many ways - thank you!

Saturday Club fundraising BBQ

£772





Fabien does the Spartan Race

£456

Katherine runs the Battersea Half Marathon



£660



Charlie and Oliver run Reigate

£298

Localgiving donations:

of over £3700 including £2000 from one donation. Thank you!

Thank you to: London Borough of Croydon, The Royal Mencap Society, Department for Education, SWL ICS, National Lottery Community Fund, The Dodds Family, Mrs R McLuskey, T and S Moss, Mrs Freda Pearce, Fabien Crochetet, Dylan Marques, H Stain Ltd, Addiscombe Baptist Church, St John's Shirley



Our Objective 1

To work in partnership with other agencies in the London Borough of Croydon

Partnerships

Croydon Mencap have forged some wonderful partnerships. Here are some of the highlights this year:

Good Food Matters and Lifestyle Health and Education CIC

In March 2024, Croydon Mencap, Good Food Matters and Lifestyle Health and Education officially kicked off their partnership. Funded by SWL NHS to improve the health and wellbeing of people with learning disabilities in the borough we worked together to start with 3 free wonderful courses:







Access Social Care

We are proud to continue our collaboration with the remarkable Charity Access Social Care, an organisation that offers free legal advice and support to individuals in England, helping them secure the care they deserve. Additionally, they work alongside our Family Advocacy and Support team, enabling us to assist families in achieving the legal entitlements around support they are entitled to under the Care Act.

Learning Disability Alliance Croydon CIC

LDAC is a diverse organization co-led by people with Learning Disabilities and is driven to achieve visible and lasting change for the learning disability community in Croydon through active collaboration with people with learning disabilities, their careers, service providers, statutory bodies and the local communities.
This year, Croydon Mencap presented the Learning Disability Alliance the 'Spirit of the Community Award' at our AGM for all their work.

To hear more about their work visit www.ldacroydon.org.uk

Croydon Mencap helped support the Learning Disability Alliance to launch their first ever Learning Disability Carnival!





Croydon's First Annual Learning Disability Carnival!











St Christopher's Hospice



The Be Happy Be Sad Party was a celebration of our collaboration with St Christopher's Community Action team. Over a 4 month period, they helped us use creative methods to explore themes related to loss and grief; using photography, food, mark making and ceramics. The work aimed to offer new and varied route to self-expression which foregrounded a range of learning styles. Through reflecting on personal experiences of loss, the group discovered new ways to practically support themselves and others in key moments in their lives.

The idea of a celebration emerged from this time spent together as a symbol of love and joy, as well as being a way to think about memory and loss. The Be Happy, Be Sad Party was co-designed by Croydon Mencap members and populated with their artworks and outcomes, each considering the roles of sharing, memory and community at the end of life.



Croydon Active Voices

Croydon Active Voices is a self-governing forum managed by parents and carers of children and young people with special educational needs and disabilities (SEND) in the London Borough of Croydon. Croydon Mencap supports their efforts by managing their budget, employing their coordinator Louise, and covering their expenses. This allows CAV to focus on their mission of amplifying the voices of parents and carers while collaborating strategically with the council and NHS.





Croydon Active Voices relaunched at their AGM in June 2023 with tremendous support. Shelley Davies (Director of Education & Youth Engagement) and Kathy Roberts (Head of SEND Transformation & Delivery) from the Local Authority, representatives from the Carers Information Service and Autism Voice UK all spoke in the morning and in the afternoon a team from Croydon Mencap shared a beautiful presentation about the work they do and services they offer to our community.

In September 2023 the Local Authority launched the SEND strategy 2023-2026 which CAV attended. There are 6 work streams that always had at least one of the CAV parent representatives in attendance (and 2 parents are co-chairs on 2 of those work streams), which ensures that parents voices are being heard.

To maintain communication and engage with parents, they utilise various platforms such as a Facebook group and a WhatsApp group, in addition to hosting monthly coffee mornings. Parents are invited to and participate in SENDCo briefings, which has fostered positive relationships with school SENDCo's, leading to invitations to their coffee mornings. This initiative helps bridge the gap between staff and parents, ensuring that children's needs are addressed more effectively.

Croydon Active Voices have been involved in the Croydon Locality SEND Support meetings, where they actively share information about available support, how to access it, and who is eligible. They also promote and co-facilitate webinars for parents, which aids in building trust between parents and the Local Authority by providing transparency about Localities and the support it can offer to their children.

Croydon Active Voices was invited to join the working group for the 'Inclusion Conference for Headteachers and Senior Leadership' to help organize the event. We were then tasked with developing a workshop titled 'Inclusion Matters: Building Positive Relationships Together, Exploring Parental Involvement within a Holistic Family Strategy for Our Pupils. A Collaborative Approach with Open Communication and Mutual Respect Every Day.' While the title is quite lengthy, the workshop received an enthusiastic response, leading us to forge relationships with even more schools that have requested our assistance in hosting coffee mornings, which has proven to be very positive.

The coffee mornings we host are highly appreciated by parents, the Local Authority, and schools. We consistently invite various departments from the Local Authority, along with agencies and organizations we collaborate with, to share valuable information, services, and expertise. Feedback from attendees indicates that they enjoy networking with other teams, agencies, and organizations while gaining insights into parents' perspectives and experiences.

Looking ahead, Croydon Active Voices plans to continue collaborating on council work streams, recruit and train additional parent representatives to amplify parent voices, and maintain our social media presence and website. We will keep organizing events like the coffee mornings to identify common themes and issues faced by parent carers and the SEND community.





Our Objective 2

Creating opportunities and activities so that people with learning disabilities and additional needs can have active and meaningful lives.

Enterprise Lounge

Nineteen years ago, a Trustee who has a son with a learning disability expressed her concerns to Vanessa, the CEO of Croydon Mencap at the time, regarding the lack of meaningful activities for him. After conducting research on what other young adults were engaged in within the Borough, it was determined that Croydon Mencap would establish a service by renting a building on Leslie Park Road. Known at the time as Clubs @ Leslie Park, this activity center was initially funded by the Henry Smith Charity, grants from Croydon Council for the building's refurbishment, and Barclays Bank, which decorated the space. Fast forward to this year, the center has been renamed the Enterprise Lounge by its members, and after 18 months of planning and research, the Charity has now successfully purchased the building. Members pay for the service from their social care personal budgets, and this year, through various fundraising efforts, we continue to invest in this vibrant hub. We are thrilled about the long-term security this brings to our Charity!

We have had some brilliant support from Roehampton University and the NHS Mental Health course that have provided us with their fantastic work placement students. Working with our members provides students with valuable real-life experience.





Enterprise Lounge is a vibrant hub where people with learning disabilties can attend between 1 to 5 days a week. A place to see friends, learn new skills, work on goals, plan trips out and have fun!

We are lucky to have some local collaborators who spend time with us:

- Yoga with Amanda from Supriya Yoga
- Drama with Andree from Make a Scene
- Tennis coaching with Nathan from Shirley Tennis Club
- Football sessions with the Crystal Palace Foundation
- Pc Scott Jones & The Safer Neighbourhood team
- Ryan McKenzie Croydon Fire Brigade
- Bose Young@Heart Dance
- Juliet's Jewellery Making
- Sodada

The Enterprise Lounge team worked with social workers, families, our Advocates and the following NHS services:

- Psychologists
- Speech and Language therapists
- Occupational Therapists
- Men's Group – focusing on men's health

Statistics



42

Members in total registered

25

Members on site everyday on average

Average of 2 days +

a week

Staffing ratio

of 1 to 5

39000

hours

of activities and fun throughout the year



Future plans at the Enterprise Lounge:

- Transfer all records onto a digital platform.
- Continue to grow social enterprise activities.
- Carve out 1:1 time with members and their parents or carers (where appropriate) to review personal goals and aspirations
- Explore other options with members around Volunteering or Employment





Spotlight

An individual attending the Enterprise Lounge suffered a mental health crisis after returning from a family holiday.

They were having psychotic episodes which included auditory hallucinations manifesting as voices instructing them to do things, because of this, they became withdrawn and highly anxious. There was a point when things where so difficult that their support within the community was hanging in the balance and inpatient services were discussed.

Enterprise Lounge Staff worked closely with Mum and the NHS Community Learning Disability team, Croydon Social services, and extended family, to enable them to still attend Enterprise Lounge, during this difficult and confusing time.

Croydon Mencap hosted a serious of meetings at the Enterprise Lounge with their psychologist as they said felt like a safe place. Mum was able to strongly expressed their wishes for Croydon Mencap staff to support them in these meetings . Croydon Mencap had, by this stage, become key in their recovery process.

They are very artistic and love to express themselves through acting and dance and art, but as they had become almost totally non verbal at the height of this crisis, we encouraged them to express their emotions through contemporary dance. They excelled at this and over the months has presented many performances confidently in front of a large audience. They also choreograph their own work and help others.

Staff have also helped their friends at the Enterprise Lounge to understand and support and encourage them with their daily activities at Croydon Mencap.

Happily with all services working together they have stayed living with their Mum at home and attend Enterprise Lounge three days a week.

Monday Club







Croydon Mencap's Monday Night Social Club is immensely popular and serves as the sole social event of the week for many attendees. We have extended our hours as requested, and now the club is only closed for the month of August during the school holidays.

We are currently operating with a dedicated team of five staff members. Additionally, we have a wonderful volunteer named Aza who steps in to support the team.

We successfully secured a grant of £2,500, which helped cover the hall rental costs, leaving us with a little extra in our budget at the end of the year! Additionally, we collaborated closely with the NHS to organize a Covid/Flu vaccination evening for our members, providing support and easy-to-understand leaflets.

We gather input from our members through an easy-read survey twice a year to learn which activities they would like to see added or organized. Every six weeks, we distribute a comprehensive timetable to keep members informed about upcoming activities.

We hosted special event discos in July, October, December, and February, which also serve as fundraising opportunities for the club. Several of our members DJ for these occassions.
We've also transformed into a Birthday celebration club, responding to members' requests to host parties with their friends.

Moreover, we have our weekly band, “The Big Band,” which continues to grow in popularity week by week.
The Monday Club Team is truly invaluable, working tirelessly to support this thriving community.



I love coming every Monday seeing my friends and staff

I love to dance and meet my friends

75 Volunteer Hours

237 members. Between 50 and 80 attending weekly!

Out and About and Strictly Come Walking

Out and About has experienced another busy and successful year, and we are currently seeking funding as this marks the final year of support from the Dodds Family, to whom we are immensely grateful.

Throughout the year, we organized 67 events, attracting a total of 58 unique attendees, including 29 individuals who were new to our service. Our membership reflects a diverse demographic, with a nearly equal distribution of men and women. Notably, 47.3% of our members come from BAME backgrounds. The predominant age range of our members is 25-34, highlighting the significance of our service for adults transitioning from education. Our youngest member is 23, while our oldest is 66, showcasing our ability to engage individuals across all age groups, promoting social interaction and enjoyment!

Currently, Out and About is actively pursuing funding to continue our mission of combating social isolation, educating people about green spaces, encouraging a healthy and active lifestyle, and, most importantly, fostering friendships and fun! We are also thrilled to introduce Strictly Come Walking as part of the Out and About initiative. This walking group meets every Saturday and has quickly become popular among both new and long-standing members.





Some of what we did this year!


Trampolines


Parliament Visit


Lantern Festival


Bowling


Wassailing


Park Trips


Cooking


Museum Visits


Discos

"Strictly Come Walking helps me keep count of my steps - I did 26k this week!"

"I like being able to chat to other carers whilst they can hang out with their friends"

"I really love Out and About because I get to see my friends and we get to do stuff together"

Saturday Club



37 Clubs this year!

The Saturday Club meets at our facility on Leslie Park Road, where members eagerly anticipate engaging in their favorite activities each week. They enjoy cooking simple, quick, and healthy dishes. Games form a significant part of the sessions, with both indoor and outdoor adaptations tailored to the weather and the unique abilities of each member. Music, art, and crafts are also integral components of the club.

On average, about eight members regularly attend, while newcomers explore whether the service suits their needs.

Due to high demand, the club has expanded from two to four Saturdays each month. Similar to the Monday Club, sessions will be closed during the summer. Our goal for next year is to secure funding for weekly sessions.

Activities extend beyond the center, as outings provide a change of scenery for members. We have visited locations such as Brighton, Wimbledon, and Lloyd Park for our annual picnic and sports day. Additionally, we've enjoyed several movie trips to the David Lean cinema for relaxed screenings. One memorable outing was an evening concert at Fairfield Halls, which the members found especially enjoyable. Recently, we've also begun hosting our own fundraising movie nights.

A new development has emerged regarding payment for accessing our services. Members can now pay in advance for up to four sessions. Some members who manage their own finances have needed time to adjust to new payment options, but it means that Croydon Mencap have to process less cash weekly. Members have the flexibility to use all four sessions in one month, spread one or two sessions over several months, or even extend their use over four months. Overall, this new payment structure offers greater flexibility for members, despite the initial cost.

We are also thrilled to have welcomed new staff members Laura and Zach who genuinely enjoy the sessions, viewing them as a retreat or fun experience rather than work!







Aspirations for the coming year:

- Acquiring new means of funding and funding streams to have the club operate on a weekly basis
- Planning more off-site activities for the members to get out and be part of the community
- Increasing membership numbers
- Inviting friends and families of members to the club to engage with the members and expand their social connections
- Member fund raising activities
- Securing regular volunteers

Spotlight

The Saturday Club team work really closely with Croydon Mencap Family Advocacy Support Team, here is an example of joined up working:

A carer was having difficulties with payments that they were making for their son to attend a seperate service in the borough. Due to a clerical error, payments were not being added to their standing payment accounts, causing a certain amount of distress and confusion as they were being told they were in arrears for an amount they were convinced they had paid.
A referral was made to the FAST team and we were able to contact the service provider, presenting proof of payment along with receipt dates and amounts. The matter was investigated using the evidence supplied to resolve the matter in a way that was satisfactory for the carer and took away some of the stress felt.



Support to Live



This year we were approached by a sibling carer with a bold idea. They asked that together we create a bespoke person centred 24 hours support plan for their 57 year old brother who is learning disabled and autistic with complex communication support needs.

Through a collaboration with the learning disabled man, his circle of support, social services, a housing association and his sister who is appointee and in receipt of direct payments, we successfully set up an Individual Service Fund via a Direct Payment.

It was important to us and his sister that he continue in supported living in his own flat and that he was involved in recruitment of his team of Personal Assistants, who were to be employed by Croydon Mencap. This partnership has enabled him to genuinely lead on planning his life and he continues to expand his experiences and opportunities as a man not needing to rely on a younger sibling or family member to keep him healthy, active and safe. He dances the night away at Club Soda events, goes to concerts with his gig buddy, volunteers regularly at the Wildreness and sees his family for social occasions and days out. The Individual Service Fund has benefitted him and his sister and they can now spend time together like other siblings do.

We are constantly learning and improving our approaches and are now opening applications for our second Individual Service fund. If you are interested, please contact Emily@croydonmencap.org.uk



Our Objective 3

To provide advice, information, and support to parent carers including, advocacy, information, signposting, training, peer support.



Family Advocacy Support Team

In parntership with Carers Information Service and Mind in Croydon and funded by Croydon Council, our warm and friendly family advocacy team continue to support unpaid carers in the borough of Croydon. We speak to many carers who are feeling frustrated, lonely, isolated, or worrried about the person they care for and are in need of support to navigate these complex situations they find themselves in.

'It is really reassuring to know that there are people who truly understand our difficulties and are willing to help. I have some new friends'



'Since my daughter was 5 years old Croydon Mencap has been in our lives to now, 16 years on. 'They always support me and help resolve any issue I bring before them'

CROYDON
www.croydon.gov.uk



100% of people when asked ‘How likely are you to recommend our FAST service’ replied ‘extremely likely’.

2322

Parents and carers of children with a learning disability, additional needs and autistic children from birth to old age received support from Croydon Mencap Family Advocacy and Support Team

76

Parents and carers group Elevensies continues to be successful and a ‘much needed’ weekly online event as stated by the carers. It is carer-led where they discuss a multitude of topics but above all support each other and several have formed firm friendships with one and other.

Support for Unpaid Carers

The team have signposted carers to the following resources in the borough:

- Carers assessments: Carers Information Service
- Safeguarding assistance: Croydon Council
- EHCP information: SENDIAS Drop-ins
- Counselling referrals: MIND and bereavement counselling
- Early Help referrals
- Legal advice: South West Law Centres and Access Social Care

The team have supported carers by:

- Assisting with correspondence and meetings with social services, education and housing
- Collaborating with Simon Robson, Director of Adult Social Care, to address complex cases and reduce legal intervention.

Community Hub support:

- The team have a weekly presence at Thornton Heath Hub, which provides a one-stop support environment with various service providers.

An example of recent advocacy and advice at the hub was for a family from Pakistan with a child with Down Syndrome, a joined up approach assisting with benefits and housing support together with other support providers at the HUB. For more information about community hubs please go on to Croydon Voluntary Action Website: www.cvalive.org.uk

The team have facilitated Talking Points:

A platform for carers to engage with Council officials, with ongoing support from service heads to resolve complex, emotional cases, enhancing the support for carers and their families. We are now exploring a partnership approach with social work team managers by working together proactively on complex cases.

Chill and Chat



Croydon Mencap supported 48 families via our very busy, informative, helpful and much needed toddler group. The group is a source of information, a place to exchange ideas, share concerns, and learn of upcoming courses and activities. Families also support and inform each other about other available professional services. Parents / carers also exchange toys, cloths, prams, cots, etc. We have held 46 toddler groups, 40 zooms as well as making phone calls to parents/carers to introduce and inform them about the group. We have arranged 12 picnics. These sessions gives the siblings of our supported children the chance to meet other children with additional needs.

We also have a WhatsApp group with 50 parents/carers in it, which is very active.

We have two wonderful volunteers, Malcolm Bush and Susan Squibb who have contributed an incredible 266 volunteer hours between them. We had several visits to the group from Portage, Speech and Language therapists, representatives from the Carers Centre, Councilor Jason Cummings and Natasha Irons MP for Croydon.

We successfully moved the group to Mallings Close Children's Centre in April 2024. We would like to show our heartfelt appreciation to Croydon Council for hosting this wonderful group at no charge. Also thanks the Children's Centre and manager Jenny Gabriel.



Spotlight

Our Chill and Chat Co-ordinator has supported parents whose daughter has a diagnosis of Prader-Willi, which is a very rare syndrome. 6 years ago we supported another child with the same condition so we contacted the parent and invited her to come to the group to meet the other parent, leading to a very positive meet up. The parents exchanged ideas, photos, concerns and information on the syndrome. The parents are still in contact to date.

Another parent who is a single mum with two daughters aged 10 and 1, the younger daughter has Down Syndrome and they live in one room. Through the group we were available to facilitate the needs of the family, supporting them with clothes, toys, a push chair, a cot, and other baby supplies. The Mum was so happy to receive this assistance. This is what the group is all about: caring and sharing.

266 Volunteer Hours

48 families supported



Early Positive Approaches to Support (EPATs)

With funding via Royal Mencap and in collaboration with Kent University, Croydon Mencap is dedicated to advancing research that highlights the positive effects of supporting parents with preschool children with information and advice from the very start.

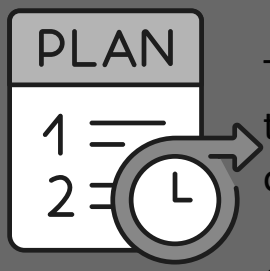
The E-PAtS Parent Support Programme addresses key areas where families of children with learning disabilities often require assistance, such as challenging behaviors and sleep issues.

Croydon Mencap is seeking to recruit 50 families for a Randomised Control Trial (RCT) in collaboration with the research team from Kent University and Royal Mencap.

Croydon Mencap has successfully recruited five trainers to lead eight training courses over the next two years. We are truly excited to contribute to the ongoing development and research aimed at supporting families at the beginning of their journey in becoming parents to children with learning disabilities.



Future Plans for Carer Support



We continue to work with carers, the council, NHS and Voluntary Sector to develop the next Carers Strategy.

The All Age Carers new contract will be commissioned by the council to start in April 2025 and Croydon Mencap will be applying for this contract in Partnership with the Carers Information Service and Mind.

Our strategy conversations will include looking at support for families and carers and how Croydon Mencap can develop in this area.



Our Objective 4

To support existing volunteers and to increase the number of volunteers where possible

Volunteer Buddies

The council funding for Volunteer Buddies came to an end, however we worked incredibly hard to secure this wonderful project into the future. We are very grateful to The National Lottery who have funded this project for a further 3 years!
With its new Coordinator, Gifty, there are lots of plans in the making.
We continue to support existing volunteers in their placements, and we are growing more opportunities. Watch this space!
There's been lots of research about the effects of taking part in social and community life. Some studies have shown that people who help others are more likely to rate themselves as happy. We are forever grateful to local businesses, groups and Charities who allow adults with learning disabilities to volunteer, use their skills and have purpose in their lives.

The overall aim of this project is to recognise and build upon the extensive skills and qualities that people with a learning disability have but do not have the opportunity to exercise due to prejudices or lack of support.

Tapping into these talents and giving people the opportunity to meet their potential also works preventatively in building and maintaining their wellbeing.



COMMUNITY FUND





A big thank you to one of our new parnters:
Holmesdale community garden. Above you can see us building flower crates and watering the plants, thanks to Ian for this opportunity to volunteer with the community garden



Stat

We supported 11 people into volunteer roles

Volunteering offers a multitude of benefits, not only providing economic value for Croydon Mencap but also enriching the lives of the volunteers and the individuals who directly benefit from their efforts.

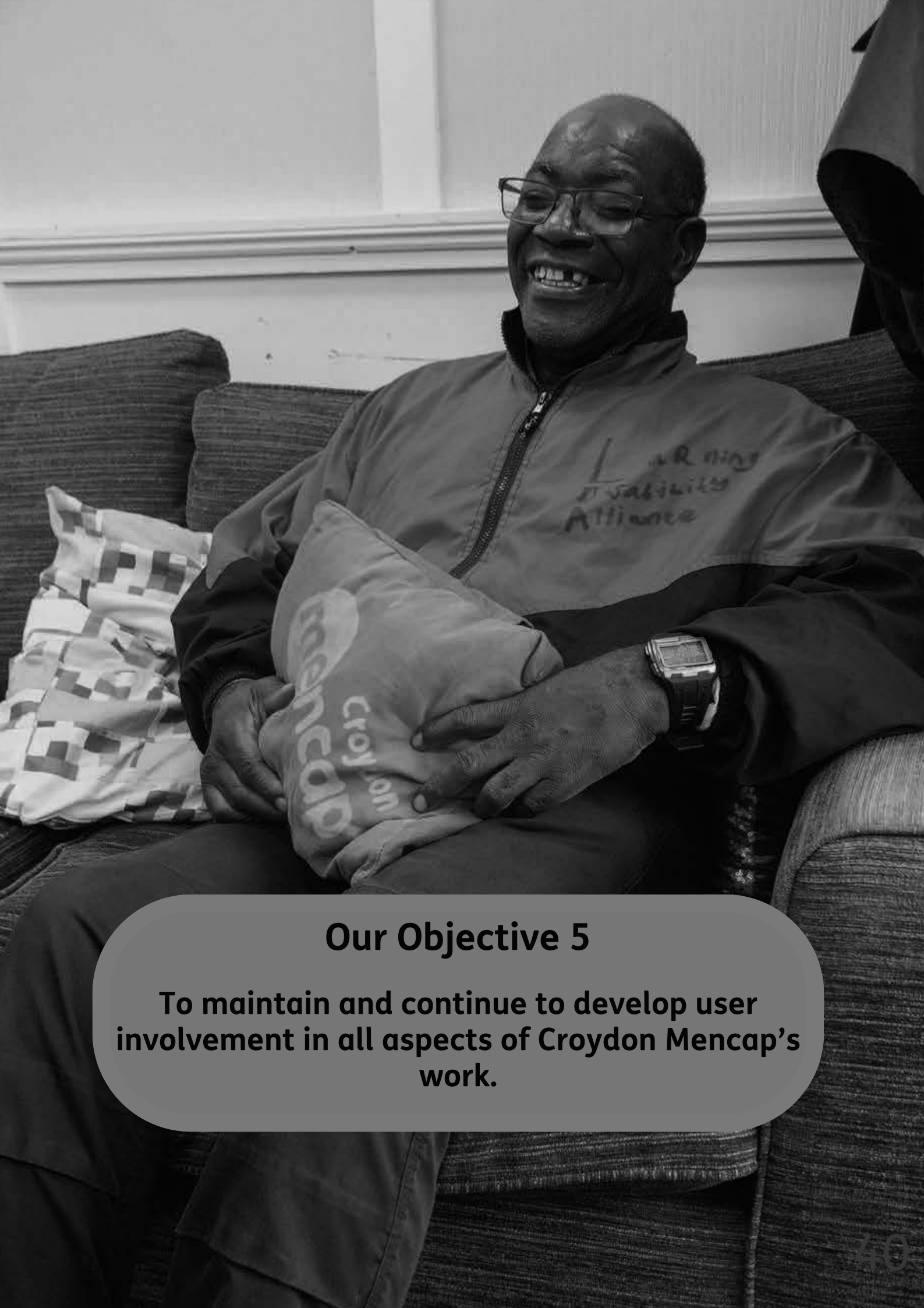
Our committed volunteers possess a diverse range of skills and enthusiasm. Many balance their volunteer work with various paid roles, such as business analysts, IT professionals, and teachers. We also have a retired police officer who generously dedicates his time to families participating in Chill and Chat. Croydon Mencap is immensely thankful for their contributions.

This year, we received a three-year Lottery grant to enhance our Volunteer Buddies Program, which will allow us to expand our volunteer capacity and support.

Noteworthy highlights from this year include supporting our first Social Work student during a 40-week placement. And the operations lead Emma at the Enterprise Lounge has welcomed placements with Croydon College, Carshalton College and Roehampton University.

Additionally, we were fortunate to collaborate with Pilot Light, an organization that assists charities in addressing critical issues by leveraging the expertise of business professionals. We will be engaging in a thorough exploration of volunteering strategies through their Pilot Light Impact Day and participating in the Pilot Light Insight program, a six-week support initiative.





Our Objective 5

To maintain and continue to develop user involvement in all aspects of Croydon Mencap's work.

Working at Croydon Mencap

All teams at Croydon Mencap are empowered to make direct decisions that reflect the needs of individuals with learning disabilities and their families. We are dedicated to ongoing training and development for our teams in key areas such as decision-making, financial management, marketing, service development, project planning, and data collection. We have flexible working practices including working from home where possible, support colleagues who have caring repsonsibilites and supporting colleagues who are experiencing menopause.

Croydon Mencap is proud to hold the accreditations of Croydon Good Employer and Disability Confident Employer, and we uphold our commitment as a London Living Wage Employer.

We provide an Employee Assistance Programme that offers our staff access to counseling, cognitive behavioral therapy, financial guidance, and a wellness app.

For our training requirements, we partner with Open Future Learning, and we plan to explore coaching sessions for our colleagues next year.

"Working at Croydon Mencap really helps me manage my work/life balance"

"I find working at Croydon Mencap very fulfilling. Working with children with additional needs, everyday I learn how the children cope with their needs and how the parents/carers are so passionate about giving the best they can to their children. I have always enjoyed coming into work . The staff and trustees are so caring and easy to communicate with"

"I enjoy working with the members, every day is different. Nothing is too difficult for them, they're always trying and they support and help each other, I love their enthusiasm and witnessing the depth of some of their relationships"

Working at Croydon Mencap as an Autistic person





My name is Emily Oakhill and I have been working at Croydon Mencap for nearly 3 years. I started out as a coordinator for the Out and About Service now I'm Projects Lead and my job involves everything from organising holidays for our Support to Live member, database and IT management, media and marketing, right through to directly supporting members on outings. I have always enjoyed working with people with learning disabilities, the reason I ended up getting diagnosed with autism in my 30's was because I saw so much of myself in the autistic members at Nottingham Mencap, where I used to work. My diagnosis freed me to forgive myself for being "weird" and "messed up" my whole life. I was able to look back and see that I was just an autistic person, struggling to hide and mask myself in a society that wasn't built for someone with a brain like mine.

Croydon Mencap has been a brilliant opportunity for me to learn, grow and develop myself both profesionally and personally. Most of my life I have been scared to ask for reasonable adjustments but working here I feel supported to do that. Minor changes to my work and hours makes a huge difference to me. In many ways being autistic helps me do my job - I can hyper focus which means I can be very productive, I am empathetic, offer a unique perspective, whilst challenging autistic stereotypes (I am NOT good at Maths!) and I often have a deeper understanding of how our autistic members communicate and feel. The downsides, brain fog, being overwhelmed, sound sensitivity and exhaustion are largely mitigated by reasonable adjustments such as flexible working hours, people turning the music down a bit and being able to ask for things to explained in a different way without fear of judgement.

I love my job but it can be demanding and use a lot of energy so I appreciate Croydon Mencap's flexible approach and understanding and embracing of my differences.

Structure, Governance & Managament

Governing Document:
The organisation was founded under a memorandum of association that established the objects and powers of the organisation. It is controlled by its governing document, the memorandum and articles of association, last amended on the 29th March 2021 and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The charity is governed by the board of directors, who are also trustees. The board is made up of a maximum of 11 trustees. They have a number of scheduled meetings each year. The trustees are elected at the Annual General Meeting by the membership, although the board also has the power to co-opt trustees during the year.

Reserves policy
The charity seeks to maintain an unrestricted reserve at all times of a minimum of 3 months up to a maximum of 6 months of the anticipated future expenditure of the charity under free reserves. If there is any disruption to funding the charity is able to continue to opperate for this peroid whilst it resolves funding issues.

This allows for staff, volunteers and beneficiaries to be assured of a reasonable continuity of the operation and their services.

The level of reserves required to achieve this range currently has been calculated to be in the region of £165k minimum. This figure has been disclosed separately as the operating reserve on the balance sheet and in Note 20 to the financial statements. This amount is considered sufficient to cover the level of reserves required by the reserves policy of the charity.

The Trustees may choose to set aside funds in a designated reserve for on-going/future projects, to ensure financial viability for the life of the project.

The trustees review the level of reserves quarterly based on a risk analysis methodology, while the reserves policy is reviewed yearly and are considered appropriate for the level of operations.

At the end of the financial year, total funds were £575,421 of unrestricted funds, which includes both the £165k free reserves and value of the property purchased.

Recruitment and appointment of new trustees
Board members are recruited via advertising on Charity Jobs, our newsletter, word of mouth and appeals generally, especially when a specific role, such as that of Treasurer, is required.

All prospective board members are invited to discuss the work of the charity with the Chair and Chief Executive and to ask any questions relating to the organisation and their role and responsibilities within it.

All Board members are encouraged to join 1 of the Board's task focused working groups, thereby extending their involvement and developing their knowledge and understanding of the issues affecting the day-to-day operations and challenges.

All Board members are elected at the Annual General Meeting by the membership.

Induction and training of new trustees
Persons wishing to join the Board of Directors/Trustees will be provided with information about the charity and attend an interview with the Chair and Chief Executive of the Board. They will also be given the latest Annual Review and Annual Report and Financial Statements, plus the Memorandum and Articles of Association, structure of the organisation and an overview of the way in which the organisation works, as well as publications by the Charity Commission on the role of a trustee and good governance.

All Board Members are elected at the Annual General Meeting by the membership, although they may attend as a co-opted member prior to an AGM being held. Anyone may stand provided they are a member of Croydon Mencap and can comply with the Charity Commission requirements of their status.

Organisational structure:
The Articles of Association govern Croydon Mencap
The organisation is managed by a Board of Directors who are also Trustees
Working groups made up of a few members of the Board, are tasked by the Board for a specific, time limited purpose and report back to the Board as necessary
Decisions on policy and financial matters and other issues, which will have a significant effect on the organisation, are taken to the main board to be discussed and ratified.

- The Chief Executive, in liaison with the Chair, manage operational and day to day issues
- The operational managment is lean due to the size of the charity however this is under constant review.
- The financial controls in place are appropriate to the size of the administrative staff

The services of Peninsula for HR continue to provide advice and relevant information on all HR issues. During the year Peninsula was also engaged to audit our Health and Safety legislation, carrying out an audit and producing an action plan. Croydon Mencap have contracted with them to provide information, advice and the necessary knowledge to ensure that Croydon Mencap is compliant with all aspects of Health and Safety legislation and employment law.

Pay policy for senior staff
The Board of Directors give of their time freely and no director received remuneration in the year.

The pay of the senior staff is reviewed annually and normally increased in accordance with average earnings.

Wider network
Croydon Mencap is one of the largest charity working the field of learning disability in Croydon. Croydon Mencap is an autonomous organisation and has its own board. It is affiliated to the national body, Royal Mencap Society and subscribes to the same brand and core values.

Related Parties
Currently, the Chief Executive serves on various council-led boards alongside other charities, engaging residents with learning disabilities, parents, and caregivers in discussions. Discussions include supporting good mental health, fitness, secure housing, and establishing high-quality support and support networks.

Through our partnership with the Learning Disability Alliance and the Learning Disability Partnership Board, we are amplifying the strategic voices of carers and residents with learning disabilities, advocating for equal representation at a strategic level. This year the CEO has actively supported the development of the Carers Strategy and Learning Disability Action Plan.

Risks:

Croydon Mencap faces one major external risk in the 2024/2025 financial year:

1. **Croydon Mencap Parent Carer Services**

Historically, we relied on eight different funding sources for our support of parent carers, most of which concluded at the end of March 2022 followed by March 2023. For 2023/24, we have secured a one-year extension from Croydon Council funding; however, we expect the contract to be put out to tender towards the end of 2024 for future statutory carer services starting in April 2025. We continue to explore alternative ways to support these activities in the long term.

Strategy:

In 2024/2025, we will reassess our approach by consulting with stakeholders, individuals with learning disabilities, and their families to determine our focus moving forward. We will gather data to inform our next three-year strategy.

This strategy will evaluate areas where we need to expand or reduce our offerings if they are no longer needed.

The Board will prioritise listening to the perspectives of individuals with learning disabilities and their carers, considering the following key areas:

- Growth of Social Enterprise: Social enterprises prioritize the interests of people and are driven by social or environmental missions, reinvesting profits to create positive social impacts.
- Developing Services for Young People: Are their enough holiday clubs or youth clubs tailored specifically for children with learning disabilities in Croydon.
- Funding: Creating a compelling case to attract support from local businesses and donors.
- Enhancing Bespoke Support Options: Increasing our Individual Service Funds and one-on-one support services.
- Pathways into Employment.

Summary of Income and Expenditure

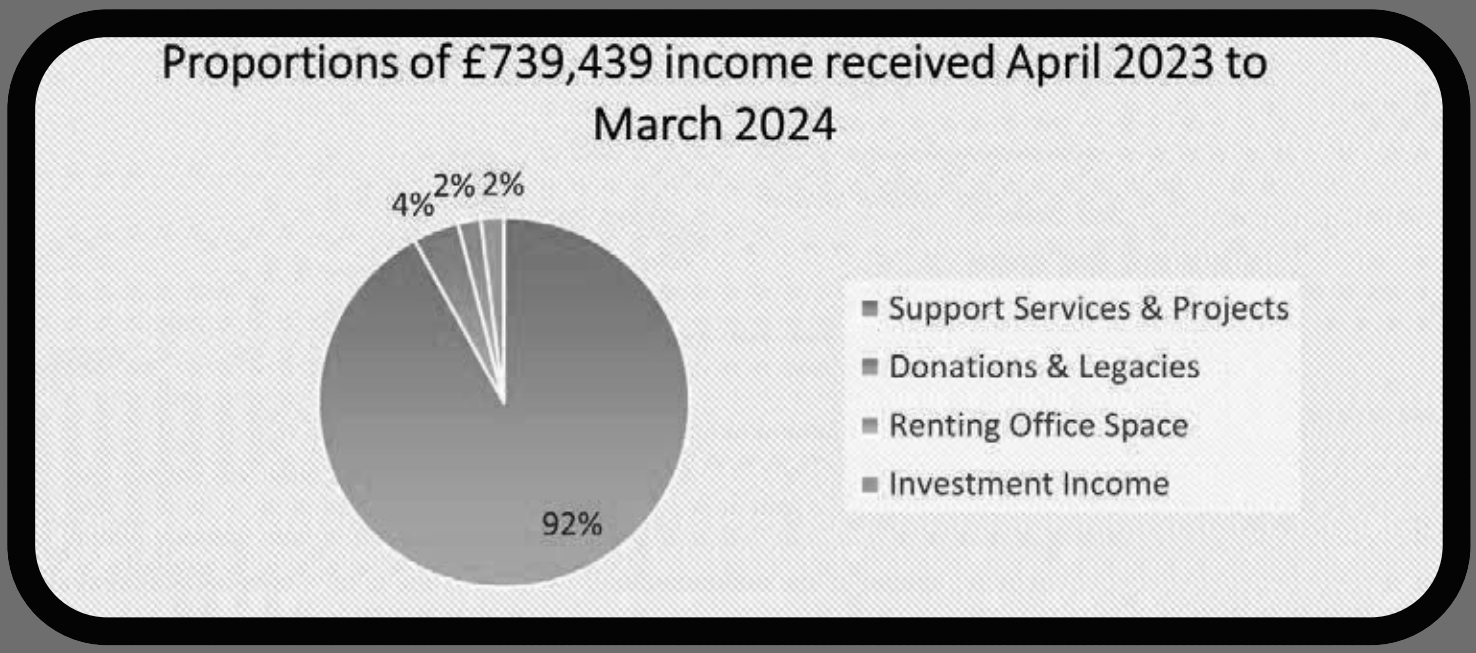
Treasurer summary of accounts to 31st March 2024

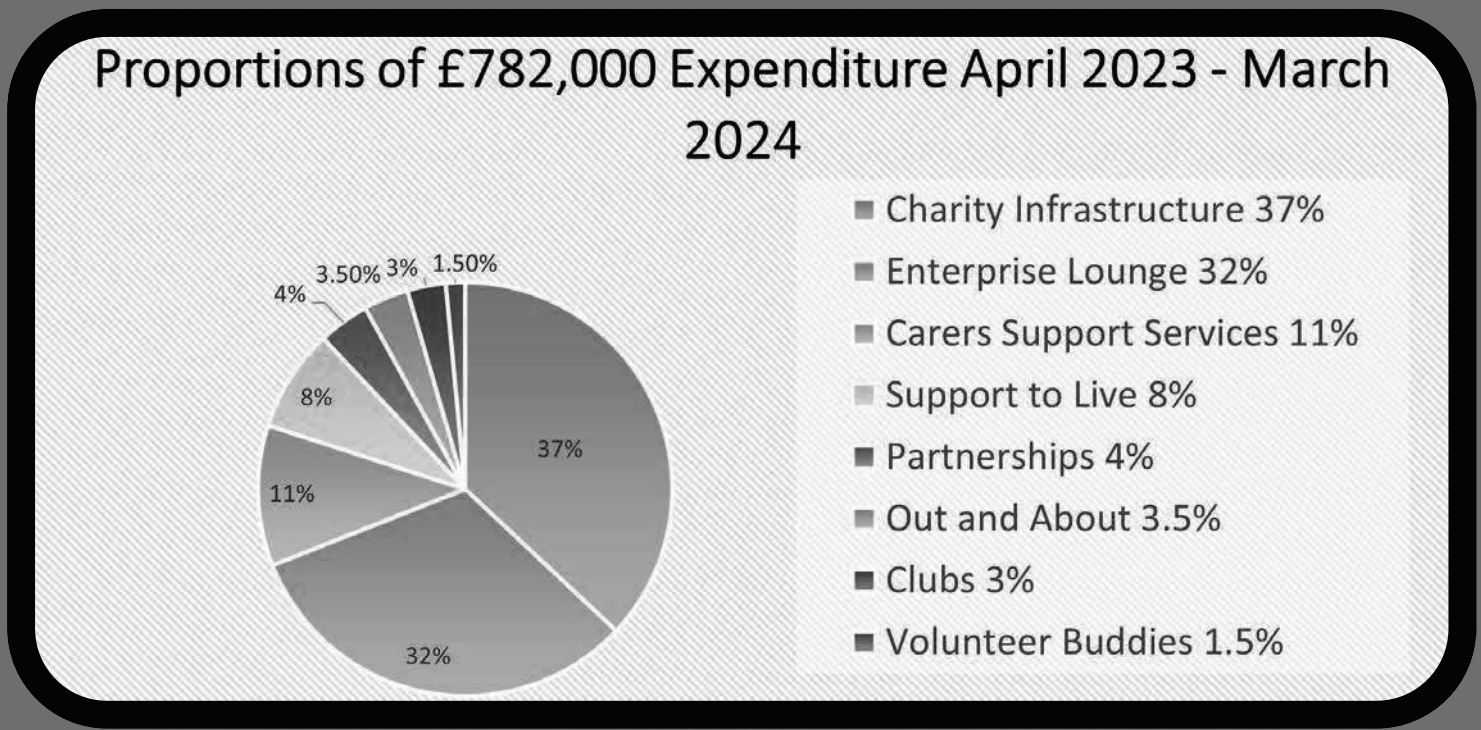
I give below an abbreviated financial report on the 2023-24 year. All figures are to the nearest thousand pounds. Full statutory accounts are available from the office on 020-8684-5890. The results for the year showed a deficit of £41k compared with a deficit of £94k in the previous year.

	2023-24	2022-23
INCOME		
	£'000	**£'000**
Income from donations and legacies	32	61
Income for support services and projects	682	506
Income from renting out office space	8	8
Investment income	17	7
Other Income	2	0
Total income	**741**	**582**
EXPENDITURE		
Carers Support Services (Chill and chat and FAST – CWD and carers contract)	83	112
Clubs	26	23
Enterprise Lounge	249	246
Out and About	28	25
Volunteer Buddies	13	36
Support to Live	62	0
Partnership funding (NHS, CAV)	32	0
Charity infrastructure and support	289	234
Other support services and projects	0	0
Total expenditure	**782**	**676**
Surplus / (deficit) for the year	**(41)**	**(94)**
Funds held at start of year	692	786
Funds held as at 31 March	**651**	**692**
Where the funds are held:		
Bank balances	374	583
Leasehold improvements	53	70
Equipment – Including Minibus	31	47
Property	410	0
Net assets / (liabilities)	(217)	(8)
Total assets	**651**	**692**

For the full Independent Evalcuation of our accounts please request a copy or see our website
'Annual Report Appendix: Independent Examination of Accounts April 2023 to March 2024'

Summary of Income and Expenditure





Financial Landscape

Historically, the council has provided Croydon Mencap with funding for non-statutory projects and infrastructure support, which we appreciated. However, we have shifted our expectations regarding financial assistance, recognizing the council's fiscal situation. Currently, we manage two contracts with the council in collaboration with the Carers Information Service and Mind in Croydon, which accounts for 10% of our total funding.

We are thrilled to have secured a one-year extension for both contracts for 2023/2024, while also collaborating with the council to develop the new Carers Strategy. This strategy will guide future commissioning plans for carers in the borough. Croydon Mencap, Carers Information Service, and Mind intend to apply for the upcoming contract after 2025.

We are delighted to announce that this year we received a three-year grant from the Lottery to support our Volunteer Buddies project.

Furthermore, we are pleased to share that Croydon Mencap has secured a significant one-year grant from the NHS, which commenced in February 2024. Leading a collaborative bid, Croydon Mencap aims to enhance mental health and well-being by offering cooking, walking, and community craft activities alongside local charity Good Food Matters and Knowledge Skills and Practice CIC.

We have meticulously reviewed our service costs and taken necessary steps to adjust prices when required, while actively fundraising to keep costs as low as possible, ensuring accessibility for all participants.

The Statement of Financial Activities indicates a net deficit of £41k for the year 2023-2024, which is explained below.

The charity remains dedicated to its core program of support within the learning disability and autism community in Croydon, consistently operating various clubs and initiatives throughout the year. The overall deficit for the year was primarily attributed to costs related to dilapidations in our planned exit from the head office at Portland House, as well as expenses linked to the acquisition of our day center, which was finalised at the end of March 2024. Nevertheless, the charity maintains a robust fund balance to align with our reserves policy and fulfill future charitable goals.

Total income reached £741,000, marking an increase of just over 27% from the previous year.

Charitable expenditures amounted to £782,000, which, while you would expect an increase, did not rise at the same pace as income due to achieving several objectives around infrastructure efficiencies.

Despite the financial implications of acquiring a building and the dilapidation costs from vacating another, we managed to limit spending significantly by achieving several objectives around infrastructure efficiencies.

The income surge primarily stems from new grants that have positively impacted various service areas, including support and advice, outings, social clubs, our Volunteering Buddies program, EPAtS delivery, and new health improvement initiatives. These grants were awarded by the Department for Education, Royal Mencap Society, National Lottery Community Fund, and the NHS.

4% of our income was derived from donations, an area the charity is eager to expand. We sincerely appreciate everyone who chose to support Croydon Mencap through their contributions.

The year-end reserves balance stands strong at £651,000 which includes the value of the building but adequatly covers 3 months operating costs should funding become an issue.

Investment Powers and Policy:
The trustees, considering the liquidity needs of the charity, have maintained available funds in various short-term interest-bearing deposit accounts, striving to achieve the highest possible return on these deposits.

At year-end, total investment income was £17,330 (2022/23: £7,262).

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF CROYDON MENCAP

Independent examiner's report to the trustees of Croydon Mencap ('the Company')
I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2024.

Responsibilities and basis of report
As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiner's statement
Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants of Scotland, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Dr Shona F Wardrop C.A.
The Institute of Chartered Accountants of Scotland

Chariot House Limited
Chartered Accountants
44 Grand Parade
Brighton
East Sussex
BN2 9QA

Date: 9/12/24

CROYDON MENCAP

STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2024

	Notes	Unrestricted funds £	Property Fund £	Restricted funds £	2024 Total funds £	2023 Total funds £
INCOME AND ENDOWMENTS FROM						
Donations and legacies	2	6,177	-	25,566	31,743	60,766
Charitable activities	5					
Direct charitable activities		489,372	-	192,847	682,219	505,527
Other trading activities	3	8,147	-	-	8,147	8,375
Investment income	4	17,330	-	-	17,330	7,262
Other income	6	1,392	-	-	1,392	(112)
Total		522,418	-	218,413	740,831	581,818
EXPENDITURE ON						
Charitable activities	7					
Direct charitable activities		595,123	-	183,760	778,883	674,049
Support costs		2,940	-	-	2,940	2,400
Total		598,063	-	183,760	781,823	676,449
NET INCOME/(EXPENDITURE)		(75,645)	-	34,653	(40,992)	(94,631)
Transfers between funds	20	(410,000)	410,000	-	-	-
Net movement in funds		(485,645)	410,000	34,653	(40,992)	(94,631)
RECONCILIATION OF FUNDS						
Total funds brought forward		651,066	-	40,684	691,750	786,381
TOTAL FUNDS CARRIED FORWARD		165,421	410,000	75,337	650,758	691,750

The notes form part of these financial statements

CROYDON MENCAP

BALANCE SHEET
31 MARCH 2024

	Notes	Unrestricted funds £	Property Fund £	Restricted funds £	2024 Total funds £	2023 Total funds £
FIXED ASSETS						
Tangible assets	14	83,247	410,000	-	493,247	116,834
CURRENT ASSETS						
Debtors	15	25,130	-	-	25,130	40,736
Investments	16	3,137	-	-	3,137	388,562
Cash at bank and in hand		295,404	-	75,337	370,741	194,873
		323,671	-	75,337	399,008	624,171
CREDITORS						
Amounts falling due within one year	17	(207,239)	-	-	(207,239)	(49,255)
NET CURRENT ASSETS		116,432	-	75,337	191,769	574,916
TOTAL ASSETS LESS CURRENT LIABILITIES		199,679	410,000	75,337	685,016	691,750
PROVISIONS FOR LIABILITIES	19	(34,258)	-	-	(34,258)	-
NET ASSETS		165,421	410,000	75,337	650,758	691,750
FUNDS	20					
Unrestricted funds:						
General fund					16,117	57,504
Operating reserves					149,304	200,000
Designated fund - dilapidations					-	5,000
Capital Purchase Reserve					-	388,562
Property Fund					410,000	-
					575,421	651,066
Restricted funds:						
National Lottery Community Fund Volunteer buddies					29,919	-
Royal Mencap - EPAts Delivery					7,230	-
DfE Parent Participation					105	5,843
Local Offer					10,535	10,535
Parent Carer Assessments					24,306	24,306
NHS Health Innovations Fund					2,695	-
Royal Mencap Guardians of the Internet					547	-
					75,337	40,684
TOTAL FUNDS					650,758	691,750

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 required the company to obtain an audit of its financial statements for the year ended 31 March 2024 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and

(b) 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 surplus or deficit 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 prepared in accordance with the provisions applicable to charitable companies subject to the small companies' regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 21/11/2024 and were signed on its behalf by:

J W Kiamtia-Cooper - Trustee

CROYDON MENCAP

CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2024

	Notes	2024 £	2023 £
Cash flows from operating activities			
Cash generated from operations	1	183,327	(27,119)
Net cash provided by/(used in) operating activities		183,327	(27,119)
Cash flows from investing activities			
Purchase of tangible fixed assets		(411,606)	(7,004)
Sale of tangible fixed assets		1,392	-
(Increase)/Decrease in long term funds		385,425	158,971
Interest received		17,330	7,262
Net cash (used in)/provided by investing activities		(7,459)	159,229
Change in cash and cash equivalents in the reporting period		175,868	132,110
Cash and cash equivalents at the beginning of the reporting period		194,873	62,763
Cash and cash equivalents at the end of the reporting period		370,741	194,873

The notes form part of these financial statements

NOTES TO THE CASH FLOW STATEMENT FOR THE YEAR ENDED 31 MARCH 2024

1. RECONCILIATION OF NET EXPENDITURE TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2024 £	2023 £
Net expenditure for the reporting period (as per the Statement of Financial Activities)	(40,992)	(94,631)
Adjustments for:		
Depreciation charges	35,193	35,116
(Profit)/loss on disposal of fixed assets	(1,392)	112
Interest received	(17,330)	(7,262)
Provision for liabilities	34,258	-
Decrease in debtors	15,606	22,346
Increase in creditors	157,984	17,200
Net cash provided by/(used in) operations	183,327	(27,119)

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1/4/23 £	Cash flow £	At 31/3/24 £
Net cash			
Cash at bank and in hand	194,873	175,868	370,741
	194,873	175,868	370,741
Liquid resources			
Deposits included in cash	-	-	-
Current asset investments	388,562	(385,425)	3,137
	388,562	(385,425)	3,137
Total	583,435	(209,557)	373,878

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The accounts are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future and on that basis the charity is considered to be a going concern.

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

Income
General
All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received, and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants 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.

Voluntary income is received by way of donations and gifts and is included in full in the statement of activities when receivable.

Revenue grants are credited to the statement of financial activities when received or receivable whichever is earlier.

Where unconditional entitlement to grants receivable is dependent upon fulfilment of conditions within the charity's control, the incoming resources are recognised when there is sufficient evidence that conditions will be met. Where there is uncertainty as to whether the charity can meet such conditions, the incoming resource is deferred.

Income generated from the supply of goods or services is included in the statement of financial activities in the period in which the supply is made.

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.

continued...

1. ACCOUNTING POLICIES - continued

Income
Donated services or facilities are recognised as income when the charity has control over the item or receive the service, any conditions associated with the donated item have been met,the receipt of economic benefit from use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS102), volunteer time is not recognised so refer to the trustees' annual report for more information on their contribution.

On receipt, donated services and facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Expenditure
General
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of resources.

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

Allocation of support costs
Resources are allocated to the particular activity where the cost relates directly to that activity.

Support costs are the functions that assist the work of the charity but do not directly undertake charitable activities.

The overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned based upon the level of resource required to support each activity.

Governance costs are the costs related with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

Operating leases
Rental charges are charged on a straight-line basis over the term of the lease.

Tangible fixed assets
Expenditure on fixed assets above the value of £500 are capitalised.

All fixed assets are initially recorded at cost. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Depreciation is provided at rates calculated to write down the cost of each asset less its residual value evenly over its estimated useful life on the following bases:

Fixtures and fittings	25% Straight line
Motor vehicles	20% Straight line
Leasehold improvements	Over terms of lease

continued...

1. ACCOUNTING POLICIES - continued

Taxation
The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK Corporation Tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits
The charity operates a defined contribution pension scheme, which all employees are eligible to join. The total amount of contributions recognised in the statement of financial activity are shown in note 9 and represent the employer's contribution to the scheme or to employees personal pension schemes.

There were no outstanding or prepaid contributions at the balance sheet date and the charity has no liability under the scheme other than the payment of those contributions.

Investments
Current asset investments represent cash on deposit with a maturity of six months or more from the date of acquisition or opening of the deposit or similar account.

Cash at bank and in hand
Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Debtors
Trade and other debtors are recognised at the settlement amount due after any trade discount is offered.

Prepayments are valued at the amount prepaid net of any trade discounts due.

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.

continued...

1. ACCOUNTING POLICIES - continued

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 with the exception of bank loans which are subsequently measured at amortised cost using the effective interest rate method.

2. DONATIONS AND LEGACIES

	2024	2023
	£	£
Donations	31,087	59,603
Gift aid	-	871
Subscriptions	656	292
	31,743	60,766

3. OTHER TRADING ACTIVITIES

	2024	2023
	£	£
Rent received	8,147	8,375

4. INVESTMENT INCOME

	2024	2023
	£	£
Deposit account interest	17,330	7,262

5. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2024	2023
		£	£
Support and advice	Direct charitable activities	131,156	71,716
Enterprise Lounge	Direct charitable activities	387,588	360,107
Grants	Direct charitable activities	70,280	9,900
Outings and social clubs	Direct charitable activities	32,222	28,769
Volunteering Buddies	Direct charitable activities	47,315	35,035
EPAtS delivery	Direct charitable activities	13,658	-
		682,219	505,527

Grants received, included in the above, are as follows:

	2024	2023
	£	£
Croydon Voluntary Action	-	7,000
Winter Engagement grant	-	400
Royal Mencap	-	2,500
NHS Health Inequalities Fund	20,000	-
NHS Health Innovations Fund	20,000	-
Royal Mencap Saturday Club	2,500	-
Carried forward	42,500	9,900

continued...

5. INCOME FROM CHARITABLE ACTIVITIES - continued

	2024	2023
	£	£
Brought forward	42,500	9,900
Royal Mencap Guardians of the Internet	1,125	-
LBC Children with Disabilities	14,990	-
Croydon Active Voices	11,665	-
	70,280	9,900

6. OTHER INCOME

	2024	2023
	£	£
Gain on sale of tangible fixed assets	1,392	(112)

7. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 8)	Support costs (see note 9)	Totals
	£	£	£
Direct charitable activities	778,883	-	778,883
Support costs	-	2,940	2,940
	778,883	2,940	781,823

8. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2024	2023
	£	£
Staff costs	459,443	456,236
Professional fees	11,245	7,778
Premises costs	73,585	68,572
Insurance	6,948	5,952
Training costs	9,457	5,403
Repairs, maintenance and cleaning	18,207	11,458
Travel	38,595	12,303
Outings, trips and activity costs	21,746	14,850
Office costs	31,473	33,311
Publicity	5,025	2,318
Other costs	18,800	20,381
Bank charges	274	371
Community Partner	14,634	-
Dilapidations	34,258	-
Depreciation	35,193	35,116
	778,883	674,049

continued...

9. SUPPORT COSTS

	Governance costs
	£
Support costs	2,940

Support costs, included in the above, are as follows:

Governance costs

	2024 Support costs	2023 Support Costs
	£	£
Independent Examiner' remuneration	4,577	2,400

10. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2024	2023
	£	£
Audit / Examiner' remuneration	2,940	2,400
Depreciation - owned assets	35,193	35,116
Surplus/(deficit) on disposal of fixed assets	(1,392)	112
Operating lease rentals - land and buildings	52,084	52,520
Operating lease rentals - other	1,420	1,420

11. 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.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2024 nor for the year ended 31 March 2023.

12. STAFF COSTS

	2024	2023
	£	£
Wages and salaries	425,146	421,277
Social security costs	26,130	26,323
Other pension costs	8,167	8,636
	459,443	456,236

Pension costs are allocated between restricted and unrestricted funds in proportion to the related staff costs incurred for each specific project.

The Charity considers its key management personnel to be the Trustees and senior management, being the CEO and Finance Manager. The total employee benefits including employers National Insurance contribution and pension contribution was £92,947 being two staff (2023: £96,732 (two staff)).

continued...

12. STAFF COSTS - continued

The trustees have considered the level of holiday entitlement carried forward at the year end and have decided that it is not material. An accrual has therefore not been made.

The average monthly head count was 30 staff equating to 16 full time equivalent (2023: 30 staff, FTE 17).
As all staff are involved in delivering or enabling the delivery of charitable activities, all staff costs are included in Note 7 & Note 8 and are not allocated to support costs in Note 9.

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

	2024	2023
Charitable activities	13	13
Support	2	3
Governance	1	1
	16	17

No employees received emoluments in excess of £60,000.

13. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Property Fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM				
Donations and legacies	12,321	-	48,445	60,766
Charitable activities				
Direct charitable activities	391,376	-	114,151	505,527
Other trading activities	7,887	-	488	8,375
Investment income	7,262	-	-	7,262
Other income	(112)	-	-	(112)
Total	418,734	-	163,084	581,818
EXPENDITURE ON				
Charitable activities				
Direct charitable activities	501,644	-	172,405	674,049
Support costs	2,400	-	-	2,400
Total	504,044	-	172,405	676,449
NET INCOME/(EXPENDITURE)	(85,310)	-	(9,321)	(94,631)
RECONCILIATION OF FUNDS				
Total funds brought forward	736,376	-	50,005	786,381
TOTAL FUNDS CARRIED FORWARD	651,066	-	40,684	691,750

continued...

14. TANGIBLE FIXED ASSETS

	Short leasehold £	Long leasehold £	Improvements to property £
COST			
At 1 April 2023	179,874	-	94,246
Additions	-	410,000	-
Disposals	-	-	-
At 31 March 2024	179,874	410,000	94,246
DEPRECIATION			
At 1 April 2023	166,622	-	37,710
Charge for year	1,968	-	15,084
Eliminated on disposal	-	-	-
At 31 March 2024	168,590	-	52,794
NET BOOK VALUE			
At 31 March 2024	11,284	410,000	41,452
At 31 March 2023	13,252	-	56,536

	Fixtures and fittings £	Motor vehicles £	Totals £
COST			
At 1 April 2023	67,620	42,395	384,135
Additions	1,606	-	411,606
Disposals	-	(10,200)	(10,200)
At 31 March 2024	69,226	32,195	785,541
DEPRECIATION			
At 1 April 2023	45,594	17,375	267,301
Charge for year	11,697	6,444	35,193
Eliminated on disposal	-	(10,200)	(10,200)
At 31 March 2024	57,291	13,619	292,294
NET BOOK VALUE			
At 31 March 2024	11,935	18,576	493,247
At 31 March 2023	22,026	25,020	116,834

continued...

15. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Trade debtors	5,091	7,377
Other debtors	14,183	13,425
Prepayments	5,856	19,934
	25,130	40,736

16. CURRENT ASSET INVESTMENTS

	2024	2023
	£	£
Close Brothers Treasury Deposit	3,137	388,562

17. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Trade creditors	3,935	6,066
Social security and other taxes	9,695	6,931
Other creditors	7,316	5,535
Accruals and deferred income	177,170	25,387
Accrued expenses	9,123	5,336
	207,239	49,255

18. LEASING AGREEMENTS

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods:

	Land & Buildings	Other Leases	Total 2024	Total 2023
	£	£	£	£
Less than 1 year	8,000	1,420	9,420	53,940
2 - 5 years	-	1,776	1,776	19,196
	8,000	3,196	11,196	73,136

19. PROVISIONS FOR LIABILITIES

	2024	2023
	£	£
Provisions	34,258	-

continued...

20. MOVEMENT IN FUNDS

	At 1/4/23 £	Net movement in funds £	Transfers between funds £	At 31/3/24 £
Unrestricted funds				
General fund	57,504	(41,387)	-	16,117
Operating reserves	200,000	-	(50,696)	149,304
Designated fund - dilapidations	5,000	(34,258)	29,258	-
Capital Purchase Reserve	388,562	-	(388,562)	-
Property Fund	-	-	410,000	410,000
	651,066	(75,645)	-	575,421
Restricted funds				
Lottery funded Volunteer buddies	-	29,919	-	29,919
Royal Mencap - EPAts Delivery	-	7,230	-	7,230
DfE Parent Participation	5,843	(5,738)	-	105
Local Offer	10,535	-	-	10,535
Parent Carer Assessments	24,306	-	-	24,306
NHS Health Innovations Fund	-	2,695	-	2,695
Royal Mencap Guardians of the Internet	-	547	-	547
	40,684	34,653	-	75,337
TOTAL FUNDS	691,750	(40,992)	-	650,758

continued...

20. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	522,418	(563,805)	(41,387)
Designated fund - dilapidations	-	(34,258)	(34,258)
	522,418	(598,063)	(75,645)
Restricted funds			
LBC Adults Carer's Support	58,782	(58,782)	-
Lottery funded Volunteer buddies	47,315	(17,396)	29,919
Royal Mencap - EPAts Delivery	13,658	(6,428)	7,230
DfE Parent Participation	11,665	(17,403)	(5,738)
NHS Health Inequalities Fund	20,000	(20,000)	-
NHS Health Innovations Fund	20,000	(17,305)	2,695
Royal Mencap Saturday Club	2,500	(2,500)	-
Royal Mencap Guardians of the Internet	1,125	(578)	547
Royal Mencap Drama Sessions at Enterprise Lounge	1,462	(1,462)	-
Royal Mencap South Norwood Festival	1,350	(1,350)	-
Dodds Enterprises	25,314	(25,314)	-
St John's Church, Shirley	252	(252)	-
LBC Children with Disabilities	14,990	(14,990)	-
	218,413	(183,760)	34,653
TOTAL FUNDS	740,831	(781,823)	(40,992)

continued...

20. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1/4/22 £	Net movement in funds £	Transfers between funds £	At 31/3/23 £
Unrestricted funds				
General fund	416,376	(85,310)	(273,562)	57,504
Operating reserves	318,000	-	(118,000)	200,000
Designated fund - dilapidations	2,000	-	3,000	5,000
Capital Purchase Reserve	-	-	388,562	388,562
	736,376	(85,310)	-	651,066
Restricted funds				
LBC Adults Carer's Support	1,356	(1,356)	-	-
Lottery funded Volunteer buddies	3,329	(3,329)	-	-
Royal Mencap Active Lives /Strictly Come Walking	6,509	(6,509)	-	-
Royal Mencap - EPAts Delivery	84	(84)	-	-
DfE Parent Participation	3,663	2,180	-	5,843
Local Offer	10,535	-	-	10,535
Parent Carer Assessments	24,306	-	-	24,306
Enterprise Lounge - Gardening Grant	223	(223)	-	-
	50,005	(9,321)	-	40,684
TOTAL FUNDS	786,381	(94,631)	-	691,750

continued...

20. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	418,734	(504,044)	(85,310)
Restricted funds			
LBC adults Carer's Support	58,782	(60,138)	(1,356)
Lottery funded Volunteer buddies	35,035	(38,364)	(3,329)
Royal Mencap Active Lives /Strictly Come Walking	19,625	(26,134)	(6,509)
Royal Mencap - EPAts Delivery	-	(84)	(84)
LBC Children with Disabilities	14,990	(14,990)	-
DfE Parent Participation	13,830	(11,650)	2,180
Enterprise Lounge	488	(488)	-
Enterprise Lounge - Gardening Grant	-	(223)	(223)
Croydon Voluntary Action	11,911	(11,911)	-
NHS SWL	400	(400)	-
MIND in Croydon	8,023	(8,023)	-
	163,084	(172,405)	(9,321)
TOTAL FUNDS	581,818	(676,449)	(94,631)

continued...

20. MOVEMENT IN FUNDS - continued

Purposes of Restricted Funds.

Income Funds:

Carer's Support – is a grant received from LB Croydon as part of the adults Carer's Support Partnership and contributes to the salaries and running costs of providing support services for carers, including welfare rights, information, advice and advocacy.

Volunteer Buddies – is a grant from the National Lottery Community Fund to fund the salary and running costs of our project supporting adults with learning disabilities to become volunteers.

Out and About/Dodds Enterprises – is a donation to fund our Out and About programme of events to help adults with learning disabilities access the community and social activities.

EPAtS – is a grant from the Royal Mencap Society to deliver a parenting support programme called "Early Positive Approaches to Support".

Children with Disabilities – is a grant from LB Croydon contributing to the salaries and running costs of providing our Family Support Service for parents/carers.

DfE Parent Participation – is a grant towards the salary and running costs of the Croydon Parent Carer Forum called Croydon Active Voices which is supported by Croydon Mencap.

Local Offer – is a grant towards developing a website for young people with SEND.

Parent Carer Assessments – is a grant towards the salaries and running costs of a pilot scheme carrying out carer assessments.

NHS Health Inequalities Fund – grant towards the cost of running a programme to reduce health inequalities.

NHS Health Innovations Fund – community grant towards delivering services that improve health and wellbeing.

Enterprise Lounge – Royal Mencap awarded a grant towards running drama sessions at our Day Centre.

Saturday Club – Royal Mencap awarded a grant to contribute towards the running costs of our Saturday Club.

Royal Mencap Guardians of the Internet - funding to deliver online safety and media literacy sessions in local schools.

Royal Mencap South Norwood Festival – grant to support our members running their own stall at the South Norwood Festival.

St John's Church, Shirley – a grant towards the running costs of our Chill and Chat service for parents of children with additional needs from birth to age 5 years.

Purposes of Unrestricted Funds
This fund represents the 'free reserves' after allowing for all designated funds.
General Fund – anything above our operating reserves
Designated Funds - The Operating Reserve fund is held as a value sufficient as a minimum to cover three to six months' operating costs, major fluctuations in income from budget, contingencies for long-term commitments and any deficit on restricted reserves due to over commitment or payment on those projects.

21. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2024.

22. LEGAL STATUS OF THE CHARITY

Croydon Mencap is a charitable company, limited by guarantee, registered in England and Wales, and has no share capital. No one member has overall control of the company.

In accordance with Clause 10 of the Memorandum of Association every member is liable to contribute a sum up to £1 in the event of the company being wound up. In the event of the company being wound up any assets remaining, after the satisfaction of all the company's debts and liabilities, shall be given or transferred to some other charitable institution or institutions having objects similar to the objects of the charity and which prohibit the distribution of its or their income and property among its members.

The company's registered number and registered office address can be found in the 'Legal and Administrative Information' section of the trustees' annual report.

Looking to the Future





Is it possible for us to obtain funding for Youth Services in the borough?

Is it possible for us to expand our 'Support To Live Service' and Individual Service Funds?

How can we support adults with Learning Disabilities who no longer want to live with family?

How can we amplify the voices of individuals with learning disabilities at the board level?

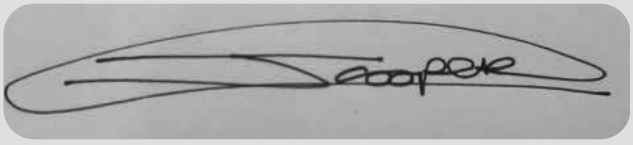
What strategies can we implement to enhance our infrastructure support?

Independent Examiners

The Independent examiners, Chariot House Ltd, have expressed their willingness to continue in this capacity and will be proposed for re-appointment.

Approval

This report was approved by the Board of Directors and Trustees on 31/10/2024 and signed on its behalf by:

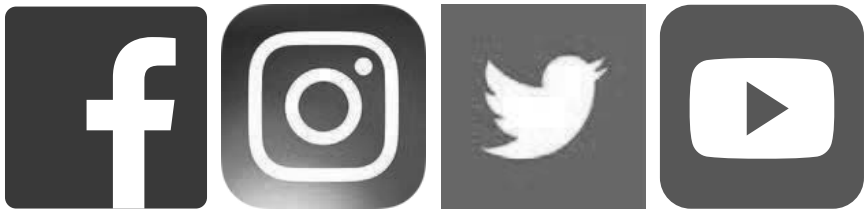


James Kiamtia-Cooper
Chair of Board of Trustees


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Thank you for your reading and your ongoing support!



Croydon mencap

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60-61 Leslie Park Road, Croydon, CR0 6TP
Company Registered no. 3628599 Registered Charity no. 1073063

Thank you to everyone involved for making this a successful year!

Croydon Mencap

England & Wales - Charity number 1073063

Accounts

REGISTERED COMPANY NUMBER: 03628599 (England and Wales)
REGISTERED CHARITY NUMBER: 1073063

REPORT OF THE TRUSTEES AND

UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

FOR

CROYDON MENCAP

Chariot House Limited
Chartered Accountants
44 Grand Parade
Brighton
East Sussex
BN2 9QA

CROYDON MENCAP

CONTENTS OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

	Page
Report of the Trustees	1 to 18
Independent Examiner's Report	19
Statement of Financial Activities	20
Balance Sheet	21 to 22
Cash Flow Statement	23
Notes to the Cash Flow Statement	24
Notes to the Financial Statements	25 to 38

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2023

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2023. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

This report is the combined Directors' and Trustees' Report.

Reference and administrative information set out on pages 10 and 11 form part of this report. The financial statements comply with current statutory requirements, the Memorandum and Articles of Association, and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102 (effective 1 January 2019)..

OBJECTIVES AND ACTIVITIES

Objectives and aims

Overview

Welcome to our April 2022 to March 2023 Trustee Annual Report.
It was a very special year for Croydon Mencap as we celebrated our 70th anniversary. Formed as a society in 1952 by a group of caring parents who called themselves 'Croydon & District Society for the Mentally Handicapped'.

The Society's very first action recorded was 'to have a picnic in Selsdon' and 'the committee to provide refreshments and charge sixpence per head' and 'each committee member will supply one dozen cakes'. We owe a lot to these founding parents.

Our Vision

With partners in Croydon, we want to contribute to making Croydon a great place to live if you have a learning disability and or autism by supporting adults with learning disabilities and or autism or additional needs and preschool children and their families.

We want a Croydon where people can:

- live in a place they want to call home,
- with the people and things that they love,
- in communities where we all look out for one another,
- doing the things that matter most to them

This annual report is an acknowledgment of what our mission has been this year and what has been accomplished in pursuit of the vision. Where our funding comes from, how we've spent our money and our long-term aspirations.

As a board of trustees, we are responsible for putting our mission first and ensuring that we are on track to achieve it. As always this requires trustees to learn and improve, embrace change, and work effectively with others to secure improvements in areas that are important to people with learning disabilities and their families in Croydon.
In March 2023 our 3-year strategy came to an end; we will develop a 1-year bridging strategy as we focus on priority objectives which are to secure and or strengthen on-going funding.

In 2024/2025 we will publish our next three-year strategic plan.

The objects of the Charity are, for the public benefit:

Objective 1 - to create opportunities and activities so that people with learning disabilities and additional needs can have active and meaningful lives.

We currently have 5 services which were all reviewed and some rebranded:

1. Clubs @ Leslie Park became the 'Enterprise Lounge'.
2. Healthy Lives is now 'Out and About'.
3. Volunteering Buddies Project, Monday Night Social Club and The Saturday Club remain the same.

Enterprise Lounge:
The Enterprise Lounge continues to provide a day-to-day hub for adults with learning disabilities. We have a program of activities which are designed to ensure we can have fun, learn new skills, relax, make friends and keep fit and healthy.

We supported **44 adults** with learning disabilities with **39,000 hours** of activities and fun throughout the year.

As well as running our own activities we also worked with:

1. Yoga with Amanda from Supriya Yoga

2. Drama with Andree from Make a Scene
3. Tennis coaching with Nathan from Shirley Tennis Club
4. Football sessions with the Crystal Palace Foundation

Whilst attending people with learning disabilities and their families often opened up to us about all sorts of things that are going on in their lives, including the things that they struggle with. The Enterprise Lounge team worked with social workers, families, Croydon Mencap Advocates and the following NHS services:

1. Psychologists
2. Speech and Language therapists
3. Occupational Therapists
4. Men's Group - focusing on men's health

This year we had to think long and hard about our Transport Model. There were positive and negative impacts from running two buses, so we went into consultation with families. We moved over to a local, reliable and safe taxi firm with 1 escort from Croydon Mencap. This has freed approximately **1125 hours of support time** per year for the team to use to make a bigger contribution to the development and running of the service.

Enterprise Lounge Actions as set out in last year's annual report:

1. Rebrand Clubs @ Leslie Park with a name that better reflects the projects and initiatives we are working on and our future aspirations to grow into social enterprise (Complete)

2. Sell goods under Croydon Mencap trading arm (Started at local markets and events - on-going)

3. Become a member of Social Enterprise UK (Deferred)

What's next for Enterprise Lounge?
Steps for 2023/2024

Enterprise Lounge is now at capacity, it is thriving, and the teams work hard to deliver high quality support.

1. Transfer all records onto a digital platform.
2. Continue to grow social enterprise activities.
3. Carve out 1:1 time with members and their parents or carers (where appropriate) to review personal goals and aspirations

Out and About Service
The Out and About Service has been running for just over a year in the evenings and weekends and is funded by local business Dodds Enterprises.

Out and About encourages social inclusion, facilitates new friendships, movement and fitness. It promotes participation in sport, gives carers a break and we actively encourage member participation in choosing sessions.

The project contributes to raising awareness and understanding of the availability of green spaces in and around Croydon and helps people with learning disabilities and autism to enjoy nature.

Some examples of the activities Out and About offered included were:
bowling, eating out, park walks, trampolining, tennis, cricket, cinema, theatre trips, seaside trips, cycling, discos and picnics.

48 different people with learning disabilities joined in the fun, on average attending just under eight sessions each over the year.

Our best-attended activities reached highs of **16 and 20 people** and occasionally we have had to operate a waiting list.

What is next for Out and About?
Out and about is primarily evenings and weekends but as has become so successful and popular that we have planned some changes. In addition to the subsidised activities (funded by Dodds Enterprises) we will set up a new service called Out and About Extra offering members new morning and afternoon sessions Monday to Friday which can be funded from their Council funded budgets.

Steps for 2023/2024
1. Launch Out and About Extra
2. Grow Out and About Extra
3. Ensure members are involved in deciding what they would like to do for sessions and the timetable to be determined by them.

Volunteering Buddies Project
This project matches people with learning disabilities 'supported volunteers' with a trained volunteer buddy and together they find volunteer placements in the community and / or find paid work.

This year **27 supported volunteers** have benefited from the project.
18 volunteer buddies have been trained on our behalf by Croydon Voluntary Action.

We are proud to announce that **75%** of our supported volunteers have secured regular volunteer roles that they enjoy, with **15%** going on to secure paid positions.

We also continue to offer monthly interactive evening Zoom sessions, with **50% of volunteers** attending and expressing their enjoyment of the meetings. These sessions provide a platform for volunteers to chat, voice their opinions, learn, and have fun.

Volunteer Buddies actions as set out in last year's annual report .

1. Work in partnership with local mental health charities to ensure volunteers have mental health and wellbeing support (Deferred)

2. Complete funding applications for future of project post March 2023 (Complete)

One of biggest challenges this project faces is the wellbeing and mental health issues that many of our volunteers have spoken about. Our volunteer buddies who support our volunteers, have more frequently fed back that our volunteers are struggling with loneliness, depression, and anxiety as well as more complex issues. Many parents and carers are aware of the difficulties but are struggling themselves to get the additional help and support they need from services. Referrals from this service to charities supporting mental health has become more commonplace.

What is next for Volunteer Buddies?
Steps for 2023/2024

1. Funding - we are pleased to confirm we have been successful in reaching phase 2 of a Lottery Application
2. Board have agreed to support service from reserves whilst funding is secured.

3. Grow the volunteer numbers and find new partnerships in the community.

Monday Night Social Club
Our popular Monday Night Social Club has been growing with numbers as high as **70 per session.** Every week we do different activities and have lots of fun. We are now running on a team of 5 staff. David our Volunteer attends every other week and loves running the arts and crafts activity. And we have lots of volunteers supporting our special occasions like our Christmas meal and a lovely lady called Aza who volunteers and covers staff annual leave. This year we have welcomed a new DJ, a member of Enterprise Lounge, DJ KEL who presents a session every eight weeks.

By popular demand we have extended the number of weeks we are open by **2 weeks** a year, so we are now only closed for August's holiday season.

The club has **194 enrolled members**, and the team are supported by volunteers who contributed **80 hours** of support this year.

People said -

'I wish club was on every night'
'It helps me see my friends'
'I like having a social life'
'Monday club helps me release my energy'
'We enjoy social life together'
'It helps me with my mental wellbeing, as I struggle to meet friends'

What is next for Monday Night Club?
Steps for 2023/2024

1. Explore with the members whether they would like to run the shop themselves as a social enterprise.

The Saturday Club

Croydon Mencap's Saturday Club provides an avenue for members to connect, form and develop friendships, learn basic life skills through activities which they can actively engage with. It provides a much-needed social setting that allows them to get out into the community with their friends.

Some of the members who attend the club experience issues regarding financial support and social care. Being part of the club has given their families an opportunity to network with one another finding ways to navigate a sometimes-confusing social care system.

'I really love that Saturday club gives individuals with disabilities an environment to socialise with peers. I also like the range of activities that are done. Especially the cooking. The set up (especially the kitchen) is very well adapted to the members and their individual needs'

The coordinator of the Saturday Club has over time established an ongoing relationship which benefits the members and their families, supporting with common issues which occur, supporting with internal and external agency referrals, along with advice and guidance.

General summary:

" Increased membership to the club
" Safe space for meeting and engaging with other members of the community in a social setting
" Excellent staff that assisted the members in being as independent as possible
" Members socialise amongst themselves and become friends
" Building stronger ties with families and carers of members
" Establishing ties with care homes and their residents

People said -

'For the young person I support, it has given her a club to belong to. She looks forward to coming to 'her Saturday club', belonging to a group of people, and seeing her friends in a safe space with support when needed to do a range of activities'.

" they have the facilities at Leslie Park to do things for themselves. Members are encouraged to get themselves a drink and clean up after themselves (with support where needed)'.

Next steps for 2023/2024

1. Increase Sessions from 2 to 4 per month.
2. Fundraise to ensure costs remain static.

Objective 2 - to provide advice, information, and support to parent carers including, advocacy, information about welfare benefits, sign posting, advocacy, training, peer support.

Parent Carers Support

Following on from a successful merger in 2021 with Charity 'Parents in Partnership', but with reduced funding, the board of trustees agreed to invest from our unrestricted funds to meet the needs of parent carers in the Borough, and we are pleased to inform that the Council have agreed to extend our contract into 2023/2024.

We re-examined what support we could offer and rebranded to become the Family Advocate Support Team (FAST). 100% of people when asked 'How likely are you to recommend our FAST service' replied 'extremely likely'.

To strengthen and subsidise the activities of this team and support with long term sustainability we soft launched a new Parent Carer Club. Parent Carer Club is a subscription model, and all funds will be used to deliver parent carer services including increasing our training and respite.

Whilst some funding ceased at the end of 2021/2022, we are still grateful for the continued financial support from the following funders - all of which were due to come to an end March 2023 (in order of size) :

1. Croydon Council Adult Social Care and Health
2. Croydon Council Children with Disabilities Funding
3. NHS CCG
4. Department of Education

2268 parents and carers of children with a learning disability, additional needs and autistic children from birth to old age received support fro m Croydon Mencap Family Advocacy and Support Team.

Broken down into the following activities:

Signposting and newsletters:
Croydon Mencap team answer the phone between 9am - 5pm Monday to Friday and are on hand to provide people the information they need.In addition to this our membership received regular newsletters with useful information about what is happening in Croydon.

Welfare Benefits Advice
We supported families to secure an additional **£81,122.40** in benefits.

Parent carers sai d -

"I really appreciate all of your support and am happy to inform you that my son was re awarded the high rate for his benefit again. Your service was very beneficial to the process so thank you"

"Feel so lucky that such an amazing support service exists for Parents, carers, and their loved ones".

"Every time I've turned to Croydon Mencap the advisors have gone above and beyond to assist me and my child".

Advocacy case work
The team provided 1:1 support to parents around the following issues:

1. Cuts to care packages,
2. Direct Payments,
3. Client contributions and Virtual Wallet information,
4. Employment referral support,

5. Financial Assessments,
6. Disability-Related Expenses,
7. PIP advice & guidance and Support around Care assessments,
8. Support with respite for their cared for,
9. Delays with care assessments and unsatisfactory outcomes of assessments,
10. Support with tribunals and reviews,
11. Support with emotional crises due to the stress of a caring role
12. Breakdowns in relationships with schools, social services

Parent carers said -

"Since my daughter was 5 years old Croydon Mencap has been in our lives to now, 16 years on. Thank you, Croydon Mencap'!"

"'We know others who care for children with learning disabilities who also struggle to get help with things like social services and benefits reviews, so Croydon Mencap is a valuable option to recommend to them".

Talking Points

Talking Point is a regular platform for carers to speak with a panel of Council officials including heads of services and councillors. These are facilitated by the FAST team with the aim of increasing visibility over on-going issues with care and support and holding the council to account.

The support from the heads of services has meant we can resolve many of the complex ongoing cases. A successful relationship has been built up and we hope to continue to nurture this.

Parent carers said -

"Croydon Mencap have helped me navigate my way through the very complex transition of my disabled daughter from home into a specialist provision. They have supported me practically and emotionally and have been tireless in their care for her and me".

OBJECTIVES AND ACTIVITIES

Significant activities

Elevenses

Weekly online peer support, with information sharing and guidance from our parent carer team. Occasional meet ups in cafes.

There were **48 meet ups** with on average **13 different carers** attending each session.

Parent carers said -

'The members of staff are amazing so helpful and knowledgeable and if they don't know other carers will or they will find out for you'

In addition to the work of the family advocates we continue to run Chill and Chat our longstanding weekly toddler group for parent carers of preschool children with special needs aged between birth and 5 years old.

Chill and Chat

44 Toddler groups were held and a further **42 Zoom calls** with average **36 parents** who attend. A very busy informative, helpful toddler group it is a source of information, a place to exchange ideas, share concerns and learn of upcoming courses and activities. Families supporting families with professional help if needed.

There have been **12 picnics** in Ashburton Park with old and new families. We supported **2 families** outside of the group whose children had life threatening illnesses.

We have welcomed a new volunteer who supports this group every week.

Parent carers said -

" Chill and chat are an amazing support network who has been a lifeline for our family'

"Croydon Mencap Chill and Chat has been our lifeline since my daughter's diagnosis. The staff are so welcoming and knowledgeable with nothing ever being too much for them to advise on or seek help and support. We have met many families from attending these sessions and now have a community that I worried we would never have. It's so nice to be accepted and share views and experiences without being judged or not understood. I honestly don't know where we would be without the support from this group'

"Chill and Chat provides a wonderful, fun, and supportive community to our little girl and us as parents. The drop-in sessions on Tuesdays give our daughter the chance to play and meet other children, and us to share experiences, advice, or just good old-fashioned gossip with other parents and the team. And the WhatsApp group helps connect us to other parents. We so appreciate the service, thank you!'

Parent Carer Services actions as set out in last year's Annual Report:

1. Pilot a Parent Club subscription service to ensure we can continue to deliver a baseline of services (Achieved)
2. Create a broad marketing, fundraising and communication strategy (Achieved)
3. Understand the true cost of running each service so we can make a case for support to local business and donators (Partially achieved)
4. Work in different ways with the council to reduce demand on the services (On-going)

What's next for Croydon Mencap Parent Carers Support?

Steps for 2023/2024

1. Submission of successful bid for new Councils Carers Contract to start 2024/2025
2. Deliver more Parent Carer Training including Early Positive Approaches to Support training funded by Kent University
3. Grow Parent Carer Club

OBJECTIVES AND ACTIVITIES

4. Implement the fundraising strategy
5. Deliver parent carer day trips
6. Introduce micro learning/guest speakers during Elevenses
7. Find new premises to deliver Chill and Chat toddler group

Objective 3 - to facilitate networking with other agencies in the London Borough of Croydon.

Our community and partners

In March Croydon Mencap and partners supported people with learning disabilities to deliver a successful and extremely well-attended Mayoral Hustings. Residents with learning disabilities had a real opportunity to question the prospective mayors on what matters to them. We want to regularly meet with the elected Mayor to understand the impact of the council's financial position and to look at how we can work together despite this.

Last year we created a public manifesto:

- The Voluntary Community Sector will create a Learning Disabilities Alliance with the remit to ensure Croydon is the happiest, healthiest, safest place for children and adults with learning disabilities to live the lives they want to live.

And we asked the new Mayor to support us by:

- Working with the newly formed Learning Disability Alliance to develop a Learning Disability strategy/action plan.
- Putting personalisation at the heart of the social care eligibility processes
- Reducing council bureaucracy, ensuring transparency and good communications
- Using outcomes focused commissioning

Our impact is greatly enhanced by the way we interact and work with our partners in our thriving passionate community.

Learning Disability Alliance

We have seen some growth in impact with the newly formed 'Learning Disability Alliance', a group of residents with learning disabilities and various charities who care deeply about working and making a change. Together successfully delivering projects and events.

The Alliance ran a 'What's My Future' event - which bought together services and projects to showcase the support they provide to young adults leaving school.

The Alliance has been busy planning the first ever Learning Disability Carnival to happen in the summer.

With the energy and passion of this new alliance, we have started to work closely with the council and NHS to create a new learning disability action plan.

Croydon Cares Partnership

Croydon Mencap has also begun to partner with Age UK Croydon and Croydon Almshouse to pilot 'Croydon Cares'. This partnership hopes to engage services around gardening, DIY, personal care, shopping etc and will fund community link workers who are very knowledgeable about what is going on in our communities.

OBJECTIVES AND ACTIVITIES

Strategic work

Strategically Croydon Mencap CEO Katherine Wynne sits on the following boards:

1. Managing Demand Board (Council led)
2. Proactive and Preventative Care Board (NHS led)
3. Local Voluntary Partnership Board (One Croydon initiative)
4. Voluntary Sector Leadership Board (VCS led)
5. Learning Disability Partnership Board (Council led)
6. Autism Partnership Board (Council led)

Croydon Mencap and the Parent Carer Forum Partnership

In addition to the support we directly provide to parent carers through the FAST team and Chill and Chat, Croydon Mencap continued to work in partnership with Croydon's independent 'Parents Carer Forum'. We provide infrastructure support so the forum can continue to deliver parent carer participation; working with professionals from Croydon Council and NHS, recognising parent carers expert knowledge, to design, develop and improve services for disabled children in Croydon.

The forum has focused on rebranding and relaunching themselves as Croydon Active Voices.

What is next for partnership work?

Steps in 2023/2024

1. To work in partnership with more charities and grassroots groups, so that together we can increase our impact.
2. Work with Friends of Cherry Orchard Garden Centre and make plans to open the garden centre as a community asset, run by people with learning disabilities.

Objective 4 - to support existing volunteers and to increase the number of volunteers wherever possible.

Volunteering has many varied benefits including economic value for Croydon Mencap but also benefits the volunteers themselves, and the people who are the primary beneficiaries of the volunteer work.

We have increased our volunteer base to 20 and volunteers work over 4 different services.

Our dedicated volunteers bring a variety of skills and passion, some fitting their volunteering around a broad range of paid work including business analysts, IT workers and teachers and we have a retired police officer who dedicates his time to families accessing Chill and Chat. Croydon Mencap is hugely grateful for their time.

What is next for Volunteering?

This is an area that we haven't had time to focus on this year but next year we have plans.

Steps in 2023/2024

1. Achieve ongoing funding for our Volunteer Buddies
2. Recruit a Volunteer Co-ordinator
3. Start Student Social work placements
4. Start working with Pilot Light. Pilot Light support charities in tackling the pressing issues they're facing by harnessing the experience of business experts. We will be doing a deep dive on volunteering strategies by joining their Pilot Light Impact Day and taking part in their Pilot Light Insight programme, a 6-week programme of support.

OBJECTIVES AND ACTIVITIES

Objective 5 - to maintain and continue to develop user involvement in all aspects of Croydon Mencap's work .

The Learning Disability Forum led by the council started to gain momentum this year post COVID but wasn't as effective as it could be. In recognition of this we worked with the council to understand how it could work better.

In the meantime, we galvanised the amazing partnership work and new Learning Disability Alliance, supported by CVA, Royal Mencap, Club Soda and Willow Learning for Life putting people with learning disabilities at the forefront of service design and community action.

What's next for user involvement?
People with a learning disability need to be the voice at the very front of the organisation and within strategic development.

Steps for 2023/2024

1. Recruit Croydon Mencap Ambassadors
2. Recruit people with a Learning Disability to the board of trustees.
3. Develop Learning disability action plan/strategy

Public benefit
The trustees have considered and confirm that the charity's activities meet the Charity Commission guidance on public benefit.

FINANCIAL REVIEW

Financial landscape

It is well documented publicly that Croydon Council continues to operate in financial difficulties, publishing its third section 114 notice in two years - effectively saying it cannot finance its spending. This has been a huge distraction and drain on our time as we deliberate on how the voluntary sector can respond and reset its relationship with the Council.

As a Charity working within an increasingly uncertain fundraising landscape, we need to prioritise objectives around operational cost reduction. This will allow us to safeguard our services when funding reduces, increase our impact and remain viable long-term.

Due to several funding sources ending in March 2022 and March 2023, we have prioritised time to apply for new funding to ensure our well-loved projects and services continue. In the meantime, whilst we source new funding, the board has agreed to invest from our unrestricted funds to maintain services.

We are happy to confirm that towards the end of this financial year we were in stage 3 of our application process for a lottery grant to continue our Volunteer Buddies Project.

And we secured the following funding to start in the next financial year:

- NHS Integrated Commissioning Board funding to improve mental health and wellbeing by delivering cooking, walking, and community craft activities,

- an extra year of funding for our Carers Services - whilst the council takes time to review and renew their Carers Strategy.

Operational cost savings

Our cost savings objectives this year focused on buildings, asset sales and restructuring when posts become naturally vacant.

Croydon Mencap currently rents two large buildings; rent is our second largest cost after wages. We rent a large head office in Thornton Heath and rent a further building in East Croydon from which we deliver our Enterprise Lounge services. To protect ourselves from future rent increases, provide us with long term security, and help us attract new funding we are now proceeding with removing ourselves from the head office rental lease and have negotiated to purchase our second building. Both should be complete in the next financial year.

To prepare us for the above we:

- transferred our phone system to a cloud phone system so teams can respond to phone calls, whether we are working in the community, or from home

- removed all paper-based data which dates to the 1950's.

- we decommissioned our server and moved to a cloud-based server.

We have reviewed all our service costs and taken the necessary and long overdue action to increase prices to maintain quality. The council acknowledged the value of our services and agreed the 8% increase for our Enterprise Lounge Day service.

With support from members, parents and carers, we took the difficult decision to review our transport model which led to the decommissioning of our old bus.

These are all big moves that will help us free up money to use for direct delivery of services.
In the coming year we will also be looking at developing new bespoke care and support by piloting Individual Service Funds. We are looking to set up Out and About Extra along with Respite by providing fun trips away from home.

Our key funder continues to be the London Borough of Croydon from whom 80% of non-legacy income came in 2022-23 - we are grateful for their ongoing support.

Financial review
To achieve ongoing service stability - the budget for 2022/2023 included a planned investment, therefore the Statement of Financial Activities shows a net deficit for the year of £94k.

The charity maintains its commitment to a core programme of support in the learning disability and autism community of Croydon and has continued to operate a range of clubs and programmes throughout the year. A large contribution to our planned deficit was to fund our existing infrastructure (buildings, head office resources) whilst we complete objectives to reduce these costs to ensure long-term sustainability. The board also agreed to invest in maintaining of our services, including funding our vital Parent Carer services from our available reserves whilst new income was sourced. The charity still has a healthy balance of funds available for future charitable activities.

Charitable spend was £676k, which was a reduction of 4% compared to the prior year. Total income at £582k was also lower than the prior year due to various funds concluding. Our income had grown by 23% during the previous year ended March 2022, largely due to our merger with Parents in Partnership (PiP) in April 2021. Whilst our total income fell by 14% during the year ended March 2023, we are pleased to report that it remained at 6% higher than our income level prior to the merger and we have managed to maintain our services and impact.

Although slightly lower than the previous year, we received approximately 13% of income through grants. These were from Croydon Council, the Department for Education, Royal Mencap Society, Croydon Voluntary Action, and the NHS.

10% of income was generated through donations. Donations is an area the charity continues to look to grow. We are deeply grateful to those who chose to donate to Croydon Mencap.

The year-end reserves balance continues to be healthy at £692k. The Trustees and staff are committed to utilising these funds to develop the charity's programme of charitable activities to address the greatest needs of Croydon's learning disability and autism community, while ensuring financial sustainability in a continually challenging funding environment.

We note that a number of our key objectives have been achieved or set in motion for completion, for example purchasing the building from which we deliver our support in the next financial year as referenced in this report.

Investment policy and objectives
The trustees, having regard to the liquidity requirements of operating the charity, have kept available funds in a number of short-term interest-bearing deposit accounts and seek to achieve as high a rate of return on deposit as possible.

At the year end, total investment income was £7,262 (2022: £5,394).

FINANCIAL REVIEW

Reserves policy

The charity seeks to maintain an unrestricted reserve at all times of a minimum of 3 months up to a maximum of 6 months of the anticipated future expenditure of the charity under free reserves.

This allows for staff and volunteers to be assured of a reasonable continuity of the operation and their services.

The amount of reserves required to achieve this range has been calculated to be in the region of £200,000. This figure has been disclosed separately as the operating reserve on the balance sheet and in Note 19 to the financial statements. this amount is considered sufficient to cover the level of reserves required by the reserves policy of the charity.

The Trustees may choose to set aside funds in a designated reserve for on-going/future projects, to ensure financial viability for the life of the project. This year the Trustees have chosen to set aside £388,562 in a capital purchase reserve in anticipation of the proposed purchase of the Day Centre building in Leslie Park Road, Croydon, in the Autumn of 2023.

The trustees review the level of reserves quarterly based on a risk analysis methodology, while the reserves policy is reviewed yearly and are considered appropriate for the level of operations.

At the end of the financial year, total funds were £651,066 of unrestricted funds.

FUTURE DEVELOPMENTS

Strategy

We spent 2022/2023 reevaluating, consulting with stakeholders, individuals with learning disabilities, and their families to understand what is important for us to be focusing on going forward and have a one-year Strategy in place to capture this. We will spend the next financial year, capturing data to form our next 3-year strategy.

This will examine where we need to expand or retract our offer where it isn't serving us well.

The main things the Board will consider are:

1. Growth of social enterprise - Social enterprises is business that put the interests of people first and is driven by a social/environmental mission, rei nvesting profits into creating positive social change

2. Evaluating our buildings - looking at removing from rental properties and purchasing options

3. Developing services for children - holiday clubs specifically for children with learning disabilities are lacking in Croydon.

4. Funding - creation of a compelling case for support from local businesses and donors

5. Introducing bespoke support options, Individual Service Funds and support around challenging behaviour or complex needs.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The organisation was founded under a memorandum of association that established the objects and powers of the organisation. It is controlled by its governing document, the memorandum and articles of association, last amended on the 29th March 2021 and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The charity is governed by the board of directors, who are also trustees. The board is made up of a maximum of 11 trustees. They have a number of scheduled meetings each year. The trustees are elected at the Annual General Meeting by the membership, although the board also has the power to co-opt trustees during the year.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Recruitment and appointment of new trustees

Board members are recruited via advertising on Charity Jobs, our newsletter, word of mouth and appeals generally, especially when a specific role, such as that of Treasurer, is required.

All prospective board members are invited to discuss the work of the charity with the Chair and Chief Executive and to ask any questions relating to the organisation and their role and responsibilities within it.

All Board members are encouraged to join 1 of the Board's task focused working groups, thereby extending their involvement and developing their knowledge and understanding of the issues affecting the day-to-day operations and challenges.

All Board members are elected at the Annual General Meeting by the membership.

Organisational structure and Pay policy for senior staff

The Articles of Association govern Croydon Mencap

The organisation is managed by a Board of Directors who are also Trustees Working groups made up of a few members of the Board, are tasked by the Board for a specific, time limited purpose and report back to the Board as necessary

Decisions on policy and financial matters and other issues, which will have a significant effect on the organisation, are taken to the main board to be discussed and ratified

The Chief Executive, in liaison with the Chair or Deputy, manage operational and day to day issues. The financial controls in place are appropriate to the size of the administrative staff

The services of Peninsula for HR continue to provide advice and relevant information on all HR issues. During the year Peninsula was also engaged to support our implementation of Health and Safety legislation, carrying out an audit and producing an action plan for Croydon Mencap. Croydon Mencap have contracted with them to provide information, advice and the necessary knowledge to ensure that Croydon Mencap is compliant with all aspects of Health and Safety legislation.

Pay policy for senior staff

The Board of Directors comprises the Trust's trustees, while the key management personnel of the charity are those in charge of directing and controlling, running and operating the Trust on a day-to-day basis.

All directors give of their time freely and no director received remuneration in the year. Details of directors' expenses and related party transactions are disclosed in note 10 to the accounts.

The pay of the senior staff is reviewed annually and normally increased in accordance with average earnings.

Induction and training of new trustees

Persons wishing to join the Board of Directors/Trustees will be provided with information about the charity and attend an interview with the Chair and Chief Executive of the Board. They will also be given the latest Annual Review and Annual Report and Financial Statements, plus the Memorandum and Articles of Association, structure of the organisation and an overview of the way in which the organisation works, as well as publications by the Charity Commission on the role of a trustee and good governance.

All Board Members are elected at the Annual General Meeting by the membership, although they may attend as a co-opted member prior to an AGM being held. Anyone may stand provided they are a member of Croydon Mencap and can comply with the Charity Commission requirements of their status.

Wider network

Croydon Mencap is the largest voluntary group working the field of learning disability in Croydon. Croydon Mencap is an autonomous organisation and has its own board. It is affiliated to the national body, Royal Mencap Society and subscribes to the same core values.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Related parties

Currently, the Chief Executive/Company Secretary chairs a Learning Disability Forum meeting, which brings together both statutory and voluntary groups alongside users of services, parents and carers in discussions around the provision of and planning for future services. Croydon Mencap also works alongside the local authority in some of its projects and the Chief Executive attends meetings at strategic planning level. Other staff members attend meetings concerned with safeguarding adults and carers' services.

Engagement with employees

Croydon Mencap as an Employer

The teams have been gradually moving to new ways of working, free from any unnecessary bureaucracy and with the autonomy to make direct decisions that contribute to the changes that people with learning disabilities and their families want to see. We are continuously working towards training and developing the teams. This has meant that we have not had to recruit to our vacant manager and director of operations post.

Croydon Mencap is accredited as a Croydon Good Employer and as a Disability Confident Employer and continues to be a London Living Wage Employer.

We awarded all staff a one-off cost of living payment this winter and have started an Employee Assistance Programme giving colleagues access to counselling, cognitive behaviour therapy, financial advice and a wellbeing app.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Risk management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error. A subgroup of the Board has produced a Risk Register that was discussed by the Board, and actions are planned to further mitigate the identified risks where possible.

Several of the key risks identified through this process related to the financial structure of the charity; while there is currently a healthy reserves balance that can fund an operating deficit, it is important that these funds are used strategically and that the charity's programmes are sustainable in the long term. In addition, it was identified that there is a need to diversify income to have less reliance on 1 key funder (being Croydon Council).

It was also identified that the charity's relevance within the learning disability community is key to its success, and that actions are required to ensure Croydon Mencap represents this community and offers it the services and support it needs.

The Trustee's recognise that the Charity is very fortunate to employ committed, qualified and experienced staff. The Board looks to retain these staff wherever possible.

Future developments

There are 3 significant external risks to be faced by Croydon Mencap in the 2023/2024 financial year:

1) Croydon Council - Section 114 Notices
Croydon Council issued their third Section 114 notice; these are statutory notices issued by a local authority when it identifies that it is unable to balance its budget. It has been very clear that significant reductions in expenditure must be made.

2) Croydon Mencap Parent Carer services
We had 8 different funding sources for our parent carers support, of which the majority concluded at the end of March 2022 and then March 2023 year. For next year we secured a one-year extension from Croydon Council funding, however we anticipate the contract will be going out to tender for future statutory carers services. We continue to look at other ways of supporting these activities long-term.

3) COVID
Ongoing management of staff sickness

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
03628599 (England and Wales)

Registered Charity number
1073063

Registered office
Portland House
678 London Road
Thornton Heath
Surrey
CR7 7HU

Trustees
J W Kiamtia-Cooper (Chair)
T J Flood
A C Rackett
D L Congdon
F Hayat
S M J Dunk (Treasurer)
Ms P Holmes Retired (resigned 17/11/2022)
Mrs S P Culling

Company Secretary
Ms K Wynne

Independent Examiner
Dr Shona F Wardrop C.A.
Chariot House Limited
Chartered Accountants
44 Grand Parade
Brighton
East Sussex
BN2 9QA

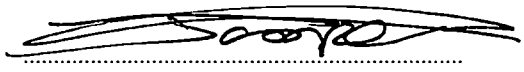
Bankers
CAF Bank Ltd
25 Kings Hill Avenue
Kings Hill
Kent
ME19 4JQ

Close Brothers Ltd
10 Crown Place
London
EC2A 4FT

National Westminster Bank Plc
111 South End
Surrey
CR9 1ZY

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

Approved by order of the board of trustees on 23/11/2023 and signed on its behalf by:



J W Kiamtia-Cooper - Trustee

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF CROYDON MENCAP

Independent examiner's report to the trustees of Croydon Mencap ('the Company')
I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2023.

Responsibilities and basis of report
As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiner's statement
Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants of Scotland, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Shona Wardrop

Dr Shona F Wardrop C.A.
The Institute of Chartered Accountants of Scotland

Chariot House Limited
Chartered Accountants
44 Grand Parade
Brighton
East Sussex
BN2 9QA

Date: 30/11/23

CROYDON MENCAP

STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2023

	Notes	Unrestricted funds £	Capital Purchase Reserve £	Restricted funds £	2023 Total funds £	2022 Total funds £
INCOME AND ENDOWMENTS FROM						
Donations and legacies	2	12,321	-	48,445	60,766	167,688
Charitable activities	5					
Direct charitable activities		391,376	-	114,151	505,527	493,913
Other trading activities	3	7,887	-	488	8,375	6,602
Investment income	4	7,262	-	-	7,262	5,394
Other income	6	(112)	-	-	(112)	1,872
Total		418,734	-	163,084	581,818	675,469
EXPENDITURE ON						
Charitable activities	7					
Direct charitable activities		501,644	-	172,405	674,049	703,414
Support costs		2,400	-	-	2,400	2,760
Total		504,044	-	172,405	676,449	706,174
NET INCOME/(EXPENDITURE)		(85,310)	-	(9,321)	(94,631)	(30,705)
Transfers between funds	19	(388,562)	388,562	-	-	-
Net movement in funds		(473,872)	388,562	(9,321)	(94,631)	(30,705)
RECONCILIATION OF FUNDS						
Total funds brought forward		736,376	-	50,005	786,381	817,086
TOTAL FUNDS CARRIED FORWARD		262,504	388,562	40,684	691,750	786,381

The notes form part of these financial statements

CROYDON MENCAP

BALANCE SHEET
31 MARCH 2023

	Notes	Unrestricted funds £	Capital Purchase Reserve £	Restricted funds £	2023 Total funds £	2022 Total funds £
FIXED ASSETS						
Tangible assets	14	116,834	-	-	116,834	145,058
CURRENT ASSETS						
Debtors	15	40,736	-	-	40,736	63,082
Investments	16	-	388,562	-	388,562	547,533
Cash at bank and in hand		154,189	-	40,684	194,873	62,763
		194,925	388,562	40,684	624,171	673,378
CREDITORS						
Amounts falling due within one year	17	(49,255)	-	-	(49,255)	(32,055)
NET CURRENT ASSETS		145,670	388,562	40,684	574,916	641,323
TOTAL ASSETS LESS CURRENT LIABILITIES		262,504	388,562	40,684	691,750	786,381
NET ASSETS		262,504	388,562	40,684	691,750	786,381
FUNDS	19					
Unrestricted funds:						
General fund					57,504	416,376
Operating reserves					200,000	318,000
Designated fund - delapidations					5,000	2,000
Capital Purchase Reserve					388,562	-
					651,066	736,376
Restricted funds:						
LBC Carer's Support					-	1,356
LBC Volunteer buddies					-	3,329
Royal Mencap Active Lives /Strictly Come Walking					-	6,509
Royal Mencap PiP - EPAts Delivery					-	84
PiP DfE Parent Participation					5,843	3,663
Local Offer					10,535	10,535
Parent Carer Assessments					24,306	24,306
Leslie Park - Gardening Grant					-	223
					40,684	50,005
TOTAL FUNDS					691,750	786,381

The notes form part of these financial statements

continued...

BALANCE SHEET - continued
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 required the company to obtain an audit of its financial statements for the year ended 31 March 2023 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and

(b) 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 surplus or deficit 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 prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 23.11.2023 and were signed on its behalf by:

.....
J W Kiamtia-Cooper - Trustee

The notes form part of these financial statements

CROYDON MENCAP

CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2023

	Notes	2023 £	2022 £
Cash flows from operating activities			
Cash generated from operations	1	(27,119)	(24,530)
Net cash used in operating activities		(27,119)	(24,530)
Cash flows from investing activities			
Purchase of tangible fixed assets		(7,004)	(81,670)
Sale of tangible fixed assets		-	1,873
(increase)/decrease in long term funds		158,971	(105,374)
Interest received		7,262	5,394
Net cash provided by/(used in) investing activities		159,229	(179,777)
Change in cash and cash equivalents in the reporting period		132,110	(204,307)
Cash and cash equivalents at the beginning of the reporting period		62,763	267,070
Cash and cash equivalents at the end of the reporting period		194,873	62,763

The notes form part of these financial statements

NOTES TO THE CASH FLOW STATEMENT FOR THE YEAR ENDED 31 MARCH 2023

1. RECONCILIATION OF NET EXPENDITURE TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2023 £	2022 £
Net expenditure for the reporting period (as per the Statement of Financial Activities)	(94,631)	(30,705)
Adjustments for:		
Depreciation charges	35,116	31,933
Loss/(profit) on disposal of fixed assets	112	(1,872)
Interest received	(7,262)	(5,394)
Decrease/(increase) in debtors	22,346	(32,839)
Increase in creditors	17,200	14,347
Net cash used in operations	(27,119)	(24,530)

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1/4/22 £	Cash flow £	At 31/3/23 £
Net cash			
Cash at bank and in hand	62,763	132,110	194,873
	62,763	132,110	194,873
Liquid resources			
Deposits included in cash	-	-	-
Current asset investments	547,533	(158,971)	388,562
	547,533	(158,971)	388,562
Total	610,296	(26,861)	583,435

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The accounts are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future and on that basis the charity is considered to be a going concern.

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern. The trustees consider that the Covid-19 pandemic will not have a significant impact on the charity's core funding. The trustees regard any impact to be short term rather than affecting the charity's ability to continue as a going concern. There are no material uncertainties affecting the current year's accounts.

Income
General
All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants 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.

Voluntary income is received by way of donations and gifts and is included in full in the statement of activities when receivable.

Revenue grants are credited to the statement of financial activities when received or receivable whichever is earlier.

Where unconditional entitlement to grants receivable is dependent upon fulfilment of conditions within the charity's control, the incoming resources are recognised when there is sufficient evidence that conditions will be met.Where there is uncertainty as to whether the charity can meet such conditions the incoming resource is deferred.

Income generated from the supply of goods or services is included in the statement of financial activities in the period in which the supply is made.

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.

1. ACCOUNTING POLICIES - continued

Income
Donated services and facilities
Donated services or facilities are recognised as income when the charity has control over the item or receive the service, any conditions associated with the donated item have been met,the receipt of economic benefit from use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS102), volunteer time is not recognised so refer to the trustees' annual report for more information on their contribution.

On receipt, donated services and facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Expenditure
General
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

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

Allocation of support costs
Resources are allocated to the particular activity where the cost relates directly to that activity.

Support costs are the functions that assist the work of the charity but do not directly undertake charitable activities.

The overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned based upon the level of resource required to support each activity.

Governance costs are the costs related with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

Operating leases
Rental charges are charged on a straight line basis over the term of the lease.

Tangible fixed assets
Expenditure on fixed assets above the value of £500 are capitalised.

All fixed assets are initially recorded at cost. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Depreciation is provided at rates calculated to write down the cost of each asset less its residual value evenly over its estimated useful life on the following bases:

Fixtures and fittings	25% Straight line
Motor vehicles	20% Straight line
Leasehold improvements	Over terms of lease

continued...

1. ACCOUNTING POLICIES - continued

Taxation
The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK Corporation Tax purposes. Accordingly the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the . trustees.

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Restricted capital funds are released on a yearly basis to unrestricted funds over the period of the lease held at the chanty's' registered office at Portland House, 678 London Road, Thornton Heath, Surrey, CR7 7HU.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits
The charity operates a defined contribution pension scheme, which all employees are eligible to join. The total amount of contributions recognised in the statement of financial activity are shown in note 9 and represent the employers contribution to the scheme or to employees personal pension schemes.

There were no outstanding or prepaid contributions at the balance sheet date and the charity has no liability under the scheme other than the payment of those contributions.

Investments
Current asset investments represent cash on deposit with a maturity of six months or more from the date of acquisition or opening of the deposit or similar account.

Cash at bank and in hand
Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Debtors
Trade and other debtors are recognised at the settlement amount due after any trade discount is offered.

Prepayments are valued at the amount prepaid net of any trade discounts due.

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.

continued...

1. ACCOUNTING POLICIES - continued

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 with the exception of bank loans which are subsequently measured at amortised cost using the effective interest rate method.

2. DONATIONS AND LEGACIES

	2023	2022
	£	£
Donations	59,603	154,650
Gift aid	871	702
Legacies	-	10,000
Subscriptions	292	794
Refunds	-	1,542
	60,766	167,688

3. OTHER TRADING ACTIVITIES

	2023	2022
	£	£
Rent received	8,375	6,602

4. INVESTMENT INCOME

	2023	2022
	£	£
Deposit account interest	7,262	5,394

5. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2023	2022
		£	£
Support and advice	Direct charitable activities	71,716	66,065
Leslie Park	Direct charitable activities	360,107	295,925
Chill n chat	Direct charitable activities	-	12,642
Grants	Direct charitable activities	9,900	65,156
Outings and social clubs	Direct charitable activities	28,769	10,252
Volunteering Buddies	Direct charitable activities	35,035	29,141
Treat Me Well	Direct charitable activities	-	650
Strictly Come Walking	Direct charitable activities	-	9,729
Let's Get Digital	Direct charitable activities	-	4,353
		505,527	493,913

continued...

5. INCOME FROM CHARITABLE ACTIVITIES - continued

Grants received, included in the above are as follows

	2023	2022
	£	£
Croydon Voluntary Action (CVA)	7.000	-
Monday Club	2,500	-
CVA Community Hubs	4,910	-
NHS Winter engagement	400	-
LBS - Chill n'chat	-	9,745
NHS Captain Tom	-	33,000
PiP Relief in Need	-	16,981
Gardening Grant	-	388
Other grants	-	5,042
	14,810	65,156

6. OTHER INCOME

	2023	2022
	£	£
Gain on sale of tangible fixed assets	(112)	1,872

7. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 8)	Support costs (see note 9)	Totals
	£	£	£
Direct charitable activities	674,049	-	674,049
Support costs	-	2,400	2,400
	674,049	2,400	676,449

8. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2023	2022
	£	£
Staff costs	456,236	483,250
Professional fees	7,778	24,790
Premises costs	68,572	63,266
Insurance	5,952	5,948
Training costs	5,403	8,536
Repairs,maintenance and cleaning	11,458	11,810
Travel	12,303	9,003
Outings,trips and activity costs	14,850	10,734
Office costs	33,311	33,571
Newsletter	2,318	271
Other costs	20,381	19,169
Bank charges	371	275
Depreciation	35,116	31,933
	674,049	702,556

continued...

9. SUPPORT COSTS

	Governance costs
	£
Support costs	2,400

Support costs, included in the above, are as follows:

Governance costs

	2023 Support costs	2022 Total activities
	£	£
Audit / Examiner' remuneration	2,400	3,618

10. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2023	2022
	£	£
Audit / Examiner' remuneration	2,400	3,618
Depreciation - owned assets	35,116	38,121
(Deficit)/surplus on disposal of fixed assets	112	(1,872)
Auditors' remuneration - other work (excluding VAT)	-	2,100
Operating lease rentals - land and buildings	52,520	52,520
Operating lease rentals - other	1,420	1,893

11. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2023 nor for the year ended 31 March 2022.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2023 nor for the year ended 31 March 2022.

12. STAFF COSTS

Staff costs during the year were as follows:

	Total 2023	Total 2022
	£	£
Wages and salaries	421,277	449,028
Social security costs	26,323	24,791
pension costs	8,636	9,432
	456,235	483,251

Pension costs are allocated between restricted and unrestricted funds in proportion to the related staff costs incurred for each specific project.

continued...

12. STAFF COSTS - continued

The charity considers its key management personnel to be the trustees and senior management being the CEO and Operations Manager. .The total employee benefits including employers national insurance contributions and pension contributions was £96,732 being 2 staff (2022: £99,566 (2 staff).

The trustee have considered the level of holiday entitlement carried forward at the year end and have decided that it is not material. An accrual has therefore not been made.

The average monthly head count was 30 staff equating to 17 full time equivalent (2022: 35 staff) FTE 20).

As all staff are involved in delivering or enabling the delivery of charitable activities, all staff costs are included in Note 7 & Note 8 and are not allocated to support costs in Note 9.

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

	2023	2022
Charitable activities	13	15
Support	3	4
Governance	1	1
	17	20

No employees received emoluments in excess of £60,000.

13. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Capital Purchase Reserve £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM				
Donations and legacies	83,195	-	84,493	167,688
Charitable activities				
Direct charitable activities	332,866	-	161,047	493,913
Other trading activities	6,602	-	-	6,602
Investment income	5,394	-	-	5,394
Other income	1,872	-	-	1,872
Total	429,929	-	245,540	675,469
EXPENDITURE ON				
Charitable activities				
Direct charitable activities	499,694	-	203,720	703,414
Support costs	2,760	-	-	2,760
Total	502,454	-	203,720	706,174
NET INCOME/(EXPENDITURE)	(72,525)	-	41,820	(30,705)
Transfers between funds	12,598	-	(12,598)	-
Net movement in funds	(59,927)	-	29,222	(30,705)

continued...

13. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted funds £	Capital Purchase Reserve £	Restricted funds £	Total funds £
RECONCILIATION OF FUNDS				
Total funds brought forward	796,304	-	20,782	817,086
TOTAL FUNDS CARRIED FORWARD	736,377	-	50,004	786,381

14. TANGIBLE FIXED ASSETS

	Short leasehold £	Improvements to property £	Fixtures and fittings £	Motor vehicles £	Totals £
COST					
At 1 April 2022	179,874	94,246	61,511	42,395	378,026
Additions	-	-	7,004	-	7,004
Disposals	-	-	(895)	-	(895)
At 31 March 2023	179,874	94,246	67,620	42,395	384,135
DEPRECIATION					
At 1 April 2022	164,654	22,626	34,757	10,931	232,968
Charge for year	1,968	15,084	11,620	6,444	35,116
Eliminated on disposal	-	-	(783)	-	(783)
At 31 March 2023	166,622	37,710	45,594	17,375	267,301
NET BOOK VALUE					
At 31 March 2023	13,252	56,536	22,026	25,020	116,834
At 31 March 2022	15,220	71,620	26,754	31,464	145,058

15. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023 £	2022 £
Trade debtors	7,377	4,707
Other debtors	13,425	-
Prepayments	19,934	16,790
Accrued income	-	41,585
	40,736	63,082

continued...

16. CURRENT ASSET INVESTMENTS

	2023	2022
	£	£
Close Brothers Treasury Deposit	388,562	547,533

17. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Trade creditors	6,066	14,634
Social security and other taxes	6,931	9,989
Other creditors	5,535	-
Accruals and deferred income	25,387	-
Accrued expenses	5,336	7,432
	49,255	32,055

18. LEASING AGREEMENTS

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods:

	Land & Buildings	Other Leases	Total 2023	Total 2022
	£	£	£	£
Less than 1 year	52,520	1,420	53,940	48,391
2 - 5 years	16,000	3,196	19,196	133,900
Over 5 years	-	-		152,000
	68,520	4,616	73,136	334,291

continued...

19. MOVEMENT IN FUNDS

	At 1/4/22 £	Net movement in funds £	Transfers between funds £	At 31/3/23 £
Unrestricted funds				
General fund	416,376	(85,310)	(273,562)	57,504
Operating reserves	318,000	-	(118,000)	200,000
Designated fund - delapidations	2,000	-	3,000	5,000
Capital Purchase Reserve	-	-	388,562	388,562
	736,376	(85,310)	-	651,066
Restricted funds				
LBC Carer's Support	1,356	(1,356)	-	-
LBC Volunteer buddies	3,329	(3,329)	-	-
Royal Mencap Active Lives /Strictly Come Walking	6,509	(6,509)	-	-
Royal Mencap PiP - EPAts Delivery	84	(84)	-	-
PiP DfE Parent Participation	3,663	2,180	-	5,843
Local Offer	10,535	-	-	10,535
Parent Carer Assessments	24,306	-	-	24,306
Leslie Park - Gardening Grant	223	(223)	-	-
	50,005	(9,321)	-	40,684
TOTAL FUNDS	786,381	(94,631)	-	691,750

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	418,734	(504,044)	(85,310)
Restricted funds			
LBC Carer's Support	58,782	(60,138)	(1,356)
LBC Volunteer buddies	35,035	(38,364)	(3,329)
Royal Mencap Active Lives /Strictly Come Walking	19,625	(26,134)	(6,509)
Royal Mencap PiP - EPAts Delivery	-	(84)	(84)
PiP Children With Disabilities	14,990	(14,990)	-
PiP DfE Parent Participation	13,830	(11,650)	2,180
Leslie Park	488	(488)	-
Leslie Park - Gardening Grant	-	(223)	(223)
Croydon Voluntary Action	11,911	(11,911)	-
NHS SWL	400	(400)	-
MIND in Croydon	8,023	(8,023)	-
	163,084	(172,405)	(9,321)
TOTAL FUNDS	581,818	(676,449)	(94,631)

continued...

19. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1/4/21 £	Net movement in funds £	Transfers between funds £	At 31/3/22 £
Unrestricted funds				
General fund	454,904	(72,526)	33,998	416,376
Operating reserves	340,400	-	(22,400)	318,000
Designated fund - delapidations	1,000	-	1,000	2,000
	796,304	(72,526)	12,598	736,376
Restricted funds				
LBC Carer's Support	1,356	-	-	1,356
LBC Volunteer buddies	5,555	(2,226)	-	3,329
Royal Mencap Active Lives /Strictly Come Walking	6,336	173	-	6,509
Royal Mencap Leslie Park - Round the World Challenge	385	(385)	-	-
Royal Mencap Leslie Park - Treat Me Well	1,150	(1,150)	-	-
Royal Mencap PiP - EPAts Delivery	3,300	(3,216)	-	84
Royal Mencap Let's Get Digital	2,700	4,353	(7,053)	-
PiP Children With Disabilities	-	2,455	(2,455)	-
PiP DfE Parent Participation	-	6,753	(3,090)	3,663
Local Offer	-	10,535	-	10,535
Parent Carer Assessments	-	24,306	-	24,306
Leslie Park - Gardening Grant	-	223	-	223
	20,782	41,821	(12,598)	50,005
TOTAL FUNDS	817,086	(30,705)	-	786,381

continued...

19. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	429,929	(502,455)	(72,526)
Restricted funds			
LBC Chill n Chat	9,744	(9,744)	-
LBC Carer's Support	34,131	(34,131)	-
LBC/Mind in Croydon Welfare Rights	22,930	(22,930)	-
LBC Volunteer buddies	29,140	(31,366)	(2,226)
Royal Mencap Active Lives /Strictly Come Walking	9,728	(9,555)	173
Royal Mencap Leslie Park - Round the World Challenge	-	(385)	(385)
Royal Mencap Leslie Park - Treat Me Well	650	(1,800)	(1,150)
Royal Mencap PiP - EPAts Delivery	-	(3,216)	(3,216)
Royal Mencap Let's Get Digital	4,353	-	4,353
PiP Children With Disabilities	21,377	(18,922)	2,455
NHS CCG	10,659	(10,659)	-
PiP DfE Parent Participation	17,618	(10,865)	6,753
NHS Captain Tom	33,000	(33,000)	-
PiP Relief In Need	16,981	(16,981)	-
Local Offer	10,535	-	10,535
Parent Carer Assessments	24,306	-	24,306
Leslie Park - Gardening Grant	388	(165)	223
	245,540	(203,719)	41,821
TOTAL FUNDS	675,469	(706,174)	(30,705)

continued...

19. MOVEMENT IN FUNDS - continued

Purposes of Restricted Funds.

Income Funds.

Carer's Support - is a grant received from LB Croydon as part of the Carer's Support Partnership, and contributes to the salaries and running costs of providing support services for carers, welfare rights and our Chill & Chat service for parents of children with additional needs from birth to 5.

Volunteer Buddies - is a grant from LB Croydon's Outcomes Programme to fund the salary and running costs of our project supporting adults with learning disabilities to become volunteers.

Active Lives/Strictly Come Walking/Out and About - includes a grant from the Royal Mencap Society to fund the salaries of staff running our free walking groups for adults with learning disabilities and a donation from Dodds Enterprises to fund our Out and About programme of events to help adults with learning disabilities access the community and social activities.

EPAtS - - is a grant from the Royal Mencap Society to deliver a parenting support programme called "Early Positive Approaches to Support".

Children with Disabilities - is a grant from LB Croydon contributing to the salaries and running costs of providing our Family Support Service for parents/carers.

DfE Parent Participation - is a grant towards the salary and running costs of the Croydon Parent Carer Forum which is supported by Croydon Mencap.

Local Offer - is a grant towards developing a website for young people with SEND.

Parent Carer Assessments - is a grant towards the salaries and running costs of a pilot scheme carrying out carer assessments.

Leslie Park Gardening Grant - small grant to pay for gardening tools and supplies at the Leslie Park Day Centre.

Croydon Voluntary Action (CVA) - grant towards raising awareness of Covid-19 vaccinations plus a grant towards running benefits check drop-in sessions and 1:1 case work from the CVA Community Hubs.

NHS South West London - grant towards the cost of running a community event promoting staying healthy and well during the winter.

MIND in Croydon - contribution to the salary of the Welfare & Rights Worker.

Leslie Park - Royal Mencap awarded a grant towards running drama sessions at our Day Centre.

Purposes of Unrestricted Funds.

General Fund.
This fund represents the 'free reserves' after allowing for all designated funds.

Designated Funds.

continued...

19. MOVEMENT IN FUNDS - continued

Operating reserve fund was originally held as a value sufficient, as a minimum, to cover six months' operating costs, major fluctuations in income from budget, contingencies for long-term commitments and any deficit on restricted reserves due to over commitment or payment on those projects. In this year, the trustees made the decision to transfer funds from the general fund and operating reserve to a capital purchase reserve for the future property purchase.

20. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2023.

21. LEGAL STATUS OF THE CHARITY

Croydon Mencap is a charitable company, limited by guarantee, registered in England and Wales, and has no share capital. No one member has overall control of the company.

In accordance with Clause 10 of the Memorandum of Association every member is liable to contribute a sum up to £1 in the event of the company being wound up. In the event of the company being wound up any assets remaining, after the satisfaction of all the company's debts and liabilities, shall be given or transferred to some other charitable institution or institutions having objects similar to the objects of the charity and which prohibit the distribution of its or their income and property among its members.

The company's registered number and registered office address can be found in the 'Legal and Administrative Information' section of the trustees annual report.

Croydon Mencap

England & Wales - Charity number 1073063

Accounts

REGISTERED COMPANY NUMBER: 03628599 (England and Wales)
REGISTERED CHARITY NUMBER: 1073063

REPORT OF THE TRUSTEES AND

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

FOR

CROYDON MENCAP

Chariot House Limited
Chartered Accountants and Statutory Auditor
44 Grand Parade
Brighton
BN2 9QA

CROYDON MENCAP

CONTENTS OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

	Page
Report of the Trustees	1 to 20
Report of the Independent Auditors	21 to 24
Statement of Financial Activities	25
Balance Sheet	26 to 27
Cash Flow Statement	28
Notes to the Cash Flow Statement	29
Notes to the Financial Statements	30 to 43

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2022

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2022. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

This report is the combined Directors' and Trustees' Report.

Reference and administrative information set out on pages 10 and 11 form part of this report. The financial statements comply with current statutory requirements, the Memorandum and Articles of Association, and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102 (effective 1 January 2019)..

OBJECTIVES AND ACTIVITIES

Objectives and aims

Mission

Croydon Mencap's aim is to work collaboratively to ensure people with learning disabilities, special needs and or autism have opportunities to:

- live in the place they want to call home
- with the people and things that they love
- in communities where we all look out for one another
- doing the things that matter most

This requires families to be well supported too.

To ensure Croydon is a great place to live, we must work in partnership with individuals with learning disabilities, their families, local organisations, groups, businesses, residents, the NHS and Croydon Council.

This involves Croydon Mencap campaigning and raising issues about the things that matter. We make it our mission to know what is important to individuals to achieve the best possible outcomes, and that their voice is heard at local and national strategic planning levels.

This is particularly important as this year the Government set out their plans to 'fix social care'. However, their plans are not ambitious enough to:

- cut the wait for millions needing social care
- address the shortage of care workers
- provide enough help for unpaid carers

Having recently experienced the trauma of a worldwide pandemic and working with an authority who continue with tight spending restrictions, financial controls, and cuts to funding - Croydon Mencap is taking time to reflect, invest, and prepare ourselves for a more efficient future as we plan our new strategy.

With support from a new CEO, Katherine Wynne, who started in December of this year, our aim is to develop new income streams over the next 12 months, and a new way of working operationally, so as an organisation, we can weather the impact of any further funding cuts.

Croydon Mencap reached its 70th Birthday this year and will continue to be sustainable long term; we will be developing or incubating social enterprise under our trading arm to bring much needed revenue and work experience for people with learning disabilities into Croydon.

This year we had a programme of investment resulting in £77k planned capital expenditure for infrastructure improvements - new database, website, new computers, and in addition to this a new minibus, and further refurbishment on our properties.

Despite the on-going disruption with COVID, with the above infrastructure investments and a highly skilled, passionate, and dedicated team - together we have worked better than ever to achieve our objectives.

The objects of the Charity are, for the public benefit:

Croydon Mencap Objective 1 - to provide advice, information, and support to parent carers including, advocacy, information about welfare benefits, sign posting, advocacy, training, peer support.

Croydon Mencap support is broken down into two categories:

- Parent carers support and training
- Direct support and activities for adults with learning disabilities

We are proud to present the impact we have had this year.

Parent Carers Support

In addition to the support Croydon Mencap provides to older parent carers, in April 2021 Croydon Mencap made a strategic decision to merge with the charity Parents in Partnership (PiP), bringing colleagues across with a wealth of expertise in supporting parents of children and young people with a special need or disability living in Croydon. Our team grew from 3 to 6.

We are grateful for the financial support from the following (in order of funding size) -

1. Croydon Council Community Fund
2. Captain Tom NHS funding
3. Croydon Relief in Need
4. Croydon Council Children with Disability Funding
5. Department of Education
6. Southwest London Clinical Commissioning Group (CCG)
7. Royal Mencap Society
8. Mind in Croydon

The above funded the following parent carers support services:

Welfare Benefits Advice

In October, Croydon Mencap started working in partnership with Mind in Croydon as their specialist delivery partner. Providing welfare benefits advice to individuals and or families of people with a learning disability and or autism.

Our family link worker supported 52 families, securing an additional £55,500.80 in benefits.

People said -
"Thank you, Lloyd, for supporting me to complete the PIP [Personal Independence Payment] application on my behalf, it was so difficult for me to do, by having your support it took away from me not feeling exhausted and having mind overload. I thank you once again'

'I really appreciate all your support and am happy to inform you that * was re awarded the high rate again. Your service was very beneficial to the process so thank you'.

'You were the first that really listened and offered to help and tried to understand where things may have gone wrong and providing solutions of how we could look to correct this this situation while supporting me. I even attended a meeting at Croydon Mencap with you going over paperwork and my child who was with me was provided with drawing paper pencils toys, and a book, this was great and I a cup of tea, I felt understood and I was able to talk'

Chill and Chat

Chill and Chat is our longstanding weekly toddler group for parent carers of children with special educational needs aged between birth and 5 years old. This year Chill and Chat supported 33 families to connect, relax and receive moral support and information whilst their children play.

This moved to Zoom catch up's, WhatsApp, and phone calls when the government placed restrictions due to COVID. The WhatsApp group has thrived and continues to this day - there are 33 families on this group, who continuously support each other through various challenges and together celebrate their children's personal achievements.

We have a longstanding volunteer who supports this group every week; he is a retired police officer, he says:

'I volunteer at this group every week as I see first-hand the impact having a group like this not only supports the children with additional needs but also sometimes it is a lifeline for the parent / carers. I am always happy to support where needed as I feel these services are very important to keep within the community'

Parents said -
'My husband (who was unsure about how to accept *** disability and how her life will look different) came to the group and this has helped him to understand what *** needs. Hearing it from other parents has really helped him and would help someone else who was just starting on the journey with their child. He says it has made him rethink how he sees everything'

'We have our ups and downs, and we are enjoying the up at the moment. But when we have our downs, we know Chill and Chat and the friends we have made are there to support us. The messages on WhatsApp to celebrate her achievements give us an extra boost too'

Focussed 1 to 1 case work

Our well established, knowledgeable, and experienced family link workers walk alongside parent carers, providing advocacy, support with appeals, tribunals, signposting, eligibility reviews, complaints, EHCPs, school placements, formal diagnosis, and empower parent by providing learning and development through a range of courses.

This year 223 parent carers were supported through focused 1 to 1 case work.

Parents said -
'It was lovely talking with you on Friday. I filled out the referral form below as requested. I feel so sad and down with this situation with my sons school, talking with you gave me a bit of hope'

'I think I would have got bullied, I used to get bullied in every single meeting before your presence and help. Thank you. Thanks for helping me last minute'

'I've always put my trust in you'

'Croydon Mencap's service is second to none. I have been so well supported; I did not know what road map I was on before'.

Parent Carer Training

Early Positive Approaches to Support training (EPAtS)

Starting in October 2021, a 7-week programme for families raising a young child (5 years and under) with a new diagnosis or going through a diagnosis of learning and/or developmental disability.

It was developed by the Tizard Centre in conjunction with family carers and with input from key stakeholders including Croydon Mencap.

2 facilitators run the sessions, both have experience of working with, or parenting, children with a learning and/or developmental disability.

Croydon Mencap supported 12 parents through the course. The course was fully accessible, Croydon Mencap arranged and paid for both transport costs and onsite childcare to remove any barriers to attendance.

Attendees said -
'Just like to say a big thanks to you and Julie. Seven weeks ago, I came to the EPAt's course confused, sad, hurt, afraid, worried, and ashamed. Now, I walk with my head high, happy, no longer sad, afraid, or ashamed with a clear mind on how to assist *** with his condition because of you both. Wish I could do something to show how thankful I am for the knowledge you've given me, but I can't. *** and I thank you both very much from the bottom of our hearts'

'So helpful to hear about the personal experiences of others including the trainers who also have personal experience'

'I have already used some of the techniques and my daughter is now picking up new words'

I am a first-time mother and before this felt like I was a headless chicken' 'This course is so informative I actually look forward to coming.

'So great to have the crèche so that we can bring our children'

Transition Workshops

90 parent carers have benefited from 8 training sessions delivered from September to March:

1. Self-Advocacy for a Successful Transition
2. Puberty, Sexuality & Relationships
3. Transitioning to Adult Social Care under The Care Act 2014
4. Decision Making for parents of young people with learning disabilities and additional needs
5. Managing anxiety & challenging behaviour in young people with learning disabilities & autism (aged 14+)
6. Person-Centred Planning & how to ensure it reflects your young person's needs & aspirations
7. Personal Independence Payment (PIP)
8. Unpacking Post 16 Transition

Some of the sessions were run in partnership with guest speakers from Croydon Post 16 Participation & NEET Team and Dr Mark Brown from charity Special Help 4 Special Needs.

The following impact was recorded -

100% of parent carers said, "I feel more resilient having completed this training."
100% of parent carers said, "I feel less isolated following this training."
100% of parent carers said, "My mental health & wellbeing have improved since this training."

When parents first get a diagnosis for their child it can be a bewildering and confusing time. There are minimal proactive and preventative strategies available to parents in the borough of Croydon as services have been stripped back.

Initial feedback from the sessions showed us that training supports resilience and wellbeing for parent carers, positive development for children and proactive access to services.

This is part of Croydon Mencap's preventative strategy to equip families as early as possible with the tools to navigate the challenges of having a child with a learning disability.

We want to continue to deliver training sessions as demand for our advocacy and focused 1:1 case work has increased since the pandemic - if we can work on preventive strategies, it will reduce demand on other services including NHS, mental health and advocacy, as parents leave courses well informed, empowered, able to understand what support services are out there and what their legal rights are. This will reduce the likelihood of crisis as the child gets older.

Elevenses

During the 1st lockdown Croydon Mencap wanted to remain in contact with parent carers, so we started a weekly online catch up called Elevenses.This developed into peer support, with information sharing and guidance from our parent carer team. We are now post lockdown, but the Elevenses group still meet online once a week.

This group has now further developed with staff theming the issues that arise and strategically working with the council to inform their commissioning work.

There were 48 meet ups with on average 13 carers attending each session.

People said
'I am so grateful for all the support and advice you have given us. I couldn't have carried on without your support'

Parent carer forum

This year Croydon Mencap started a formal mutual support partnership with an independent Parents Carer Forum. This forum delivers parent carer participation; parents and professionals from Croydon Council and NHS work together, recognising each other's expert knowledge, to design, develop and improve services for disabled children in Croydon.

Parent carers can often pinpoint problems frequently experienced by families with disabled children. This knowledge is useful to professionals as they plan services to meet disabled children's needs.

The year 2021 to 2022 the forum has focused on key topics such as post 16 and were involved in the Councils' Ofsted Inspection.Data was collected from families about Impact of Covid, school provision around difference between mainstream and special.

The second half of the year the forum have focused on governance to support the independence and autonomy of the group, developing new relationships with Croydon Mencap and framing how we work together. The forum has had an associate to co-develop Terms of Reference, re brand and put into place new governance structures as well as delivering parent rep training.

The forum has also started to reconnect with strategic partners to realign their relationship following COVID and the Ofsted Inspection.

Throughout this period of transition, the forum has been attending and providing forum voices at strategic meeting and attending the SEND strategy work streams with Local Authority.

The forum has also purchased new platform MS teams to help them connect internally and externally with stakeholders and members.

What is next for Croydon Mencap Parent Carers Support?

Funding for all the above parent carer support concludes at the end of the following financial year 2022/2023.

Croydon Mencap is concerned about how we are going to secure this vital support.

Steps for 2022/2023

1. Pilot a Parent Club subscription service to ensure we can continue to deliver a baseline of services to empowering and connect parents
2. Create a broad marketing, fundraising and communication strategy
3. Understand the true cost of running each service so we can make a case for support to local business and donators
4. Work in different ways with the council to reduce crisis and demand on services

OBJECTIVES AND ACTIVITIES

Significant activities

Croydon Mencap Objective 2 - to provide opportunities and to continue to develop leisure activities for people with disabilities through our services.

Adults with learning disabilities and/or autism

In 2021/2022 we had 5 different services supporting adults with learning disabilities:

1- Clubs @ Leslie Park,
2- Healthy Lives,
3- Volunteering Buddies Project,
4- Monday Night Social Club and
5- The Saturday Club.

Clubs @ Leslie Park

Leslie Park is a vibrant space with state-of-the-art facilities including a kitchen, computer suite, art room which has a maximum capacity of 25 members on site during the week with a staffing ratio of 1 to 5. Many members attend more than 1 day per week, so the average number of members using the service is 40.

During the financial year 2021/22 Leslie Park underwent several challenges resulting from the global Covid pandemic and the Government's rules on social distancing and self-isolation. Consequently, the centre had to frequently adapt to the advice to keep our members and staff safe. Working in hybrid small groups and using Zoom, to full closure when required.

The flexible and committed efforts of staff ensured that throughout this 12-month period, Clubs @ Leslie Park remained an active support service and continued to provide daily support to members and their families. Offering daily online activity sessions and regular phone correspondence, which developed into weekly sessions on site in smaller groups until we were able to return to full capacity in August 2021.

For the remainder of the year, staff worked tirelessly to increase the opportunities available to members after months of being locked down at home. By providing new and interesting sessions on site to compensate for the lack of community activities running in the local area.

This year , despite COVID, Clubs @ Leslie Park safely provided 26,888 hours of activities and fun.

What's next for Leslie Park?

Whilst the pandemic has been a frustrating and anxiety-inducing time for everyone involved, something special has emerged which was unforeseen at the time. Due to a combination of intensive working in smaller groups and online, as well as a new project to raise the aspirations of members, we have been able to reflect on what members want and we heard that the traditional day centre model was no longer enough for them.

As a result, Clubs @ Leslie Park is in the midst of a dynamic and progressive makeover to extend its offer around skills development and social enterprise to give members more choice, more skills, and more opportunities to see what they can achieve.

We are hoping that this will show the skills and talents of people with learning disabilities by selling goods and services in the open market. This will help us create employment and to reinvest any profits back into the charity and local community. This will allow us to improve people's life chances, provide training and employment opportunities for those furthest from the market, support communities and help the environment.

Steps for 2022/2023

1. Rebrand Clubs @ Leslie Park with a name that better reflects the projects and initiatives we are working on and our future aspirations to grow into social enterprise

OBJECTIVES AND ACTIVITIES
2. Sell goods under Croydon Mencap trading arm
3. Become a member of Social Enterprise UK
4. Extend services by offering 1:1 support Out and About

Healthy Lives

Healthy Lives was funded for 1 year by Sports England, with the aim of supporting adults with learning disabilities to access walking and sports once a fortnight.

During the period 30th October 2021 through to March 31st

- 22 people with learning disabilities used the service
- 9 individuals attend regularly

Healthy Lives was particularly successful as it offered safer activities during heightened levels of COVID - we offered walks at 8 different locations as well other sessions that included cycling, tennis, cricket, football, and trampolining.

Impact

- Encouraged social inclusion
- Facilitated new friendships
- Encouraged movement and fitness
- Raised awareness and understanding of the availability of green spaces in and around Croydon
- Helped members access nature
- Encouraged sport participation
- Gave carers a break
- Helped people to feel more confident post-pandemic
- Reached a diverse range of people, reflective of Croydon's demographics

Members re-attending after initial session demonstrates that they were enjoying the programme.

People said
'My names * and I'm 28. I like going bowling and to the pub. I like coming with you because it's more independent. I'm looking forward to the cinema and the Quiz night at Leslie Park'

'It's made me more experienced it's made me more calmer and I've made loads of friends thank you to Emily and all the staff!'

'I've been more confident because the first time I saw the brochure and trampolining I asked my sister if I could go and she said yeah cos its more beneficial for me'

What is next for Healthy Lives?

Towards the end of the year, Croydon Mencap was approached by a local business owner who wanted to give back after using our services for his son 5 years ago. The support we were able to provide him helped transform his family's life, getting them through a really difficult time.

Members with learning disabilities were asked to give the business owner some ideas about what he could fund. They proposed a new service that incorporates the walking and sports, but they were keen to expand it. They chose the name Out and About and funding was agreed. We are so grateful to this business owner, as this means the service continues into the next year offering 6 outings a month to include, but not limited to, bowling, pub, cinema and Tai Chi.

OBJECTIVES AND ACTIVITIES

Volunteering Buddies Project

We have had a successful year, with a total of 19 people with learning disabilities (supported volunteers) volunteering at various places in Croydon, each person with support from a volunteer buddy. We had 3 new volunteering positions secured, with 2 new organisations, 1 in horticulture and 1 in charity retail.

We have 3 more potential organisations agreeing to collaborate with the volunteer buddy programme soon.

There has been very positive feedback from placements, not only about our volunteer's progression, but also about the benefits to the placement organisation.

Feedback from Addiscombe Woodside and Shirley Leisure Gardens -
'Thank you for initiating this project with its many manifested benefits: not least for helping to shine a light into the allotment society. The presence of the volunteers, give us so much that 'gardening' becomes a pretext for their company'

The volunteer buddies have been an instrumental and valuable part of the programme, with many forming great bonds with the volunteer with a learning disability. Having a buddy gives increased confidence in managing new travel routes, volunteering, and social skills.

Many volunteers have also said how much they enjoy volunteering, getting out, meeting new people, learning new things, and feeling like they are also making a positive contribution.

This year, our volunteer buddies have contributed 411 hours of their time to support this project.

Case Study
*Sarah has a mild learning disability as well as physical disability and has always lacked confidence when it comes to communicating and socialising with others.

Sarah knew that she wanted to develop her IT skills and contribute to an organisation. Initially, to slowly build her confidence, she volunteered with a group at local community gardens and then, with her buddies' support, started as an office and marketing volunteer with a Charity last November.

With the support from her volunteer buddy, who attends work with her, she has been learning to use new applications such as Canva to create marketing materials and continues to grow in confidence.

What is next for Volunteer Buddies?

One of biggest challenges this project faces is the wellbeing or mental health issues that many of our supported volunteers have spoken about. Our volunteer buddies who support our volunteers, have more frequently fed back that our volunteers are struggling with loneliness, depression, and anxiety as well as more complex issues. Many parents and carers are aware of the difficulties but are struggling themselves to get the additional help and support they need from services. Referrals from this service to charities supporting mental health has become more commonplace.

Steps for 2022/2023

1. Work in partnership with local mental health charities to ensure volunteers have accessible support with them mental health and wellbeing.
2. Secure funding to continue the service into 2023/2024

OBJECTIVES AND ACTIVITIES

Monday Night Social Club

Our popular Monday Night Social Club is going from strength to strength with our discos in particular attracting 70 people. Mondays are for fun activities - TV game shows, music quizzes, discos, karaoke, fashion shows, bingo, crafts, and an opportunity to meet up with old friends and make new friends.
125 people with a learning disability have attended Monday Club between April 2021 to March 2022.

The Saturday Club

We are one of the very few clubs that operates on a Saturday.

The Saturday Club is a safe supportive environment for members to have fun, socialise, and make friends. We keep the member numbers low intentionally, so that we can have a higher staff ratio and we welcome individuals with more complex learning disabilities and their PAs to get involved in:

- art
- cooking
- crafts
- dancing
- games
- quizzes

The activities themselves served as an entry into meeting new people, creating and establishing friendships and social interactions that had been previously absent or non-existent.

Like most people during the past year members had very little access to services, or the opportunity to meet with their friends, everything was limited outside of the family setting. We provided the club sessions over Zoom, but it was still hard for some people with more complex learning disabilities to engage with these sessions in a meaningful way. As restrictions eventually began to ease The Saturday Club was able to operate face to face sessions again, alongside to virtual ones, for those members that continued to shield because of health reasons.

There were 24 club sessions held last year in some form, offering 187 club sessions for people with learning disabilities.

When using a communication app, our members were able to tell us what Saturday Club means to them.

Communication App
How do you feel at Saturday Club?
'excited' 'happy'
What do you do there?
'cook' 'dance' 'sing' play catch' 'food'

Strengths

- The club was able to provide new and engaging activities via a virtual platform using Zoom for most of its members
- Weekly telephone calls to members and their families offered a sense of connectivity at a time of social distancing, providing regular wellbeing check-ins for vulnerable members, families and carers.
- An increased membership to the club by offering engaging activities designed for various ability levels
- Building stronger ties with families and carers of members
- Establishing ties with care homes and their residents

Steps for 2022/2023

- Respond to feedback - review possibilities around organising holidays, running clubs more frequently (Monday club currently run term time & and Saturday club every other Saturday)

OBJECTIVES AND ACTIVITIES

Objective 3 - to facilitate networking with other agencies in the London Borough of Croydon.

Croydon Mencap continues to work with other groups and charities, some who share our main office space in Thornton Health:

Willow learning for life

Croydon Mencap has worked in partnership with Willow learning for life since it was formed. Over the year it has regularly supported 36 members, has 7 volunteers with a learning disability and 1 paid member of staff with learning disability.

Croydon Mencap supports Willow learning for life by providing space to meet at Portland House on 2 days a week during term time. This partnership has extended the availability of training and personal development opportunities for adults with learning disabilities in the borough.

In 2021-2022 the following sessions were delivered by either tutors or occupational therapist -
- Business enterprise group making natural skincare products and crafts
- Learning disability drop in
- Peer leader training
- Eat Out group
- Rambling
- Football training
- Business Admin
- Independent Living
- Treat me well group
- News and events
- Snack Attack
- Schools project
- Women's group

Croydon People First
Local people with learning disabilities. A community of friendship, support, and advocacy. Together they find their individual skills, encourage confidence, and empower one another.

Looking Forward Group
This group comprises of people with learning disabilities and considers issues that are relevant not just to themselves but all Croydon residents that have a learning disability, and where merited, refers these to the Board of Trustees for information or action as appropriate.

Mayor of Croydon hustings
Croydon Mencap, together with charity Club Soda, Willow learning for life and Croydon People First, and led by people with learning disabilities, planned a Mayor Hustings. An event to show the Mayor Candidates how they can get it right for people with Learning Disabilities in Croydon and how they can help us make it one of the best places to live if you have a learning disability.

We created a manifesto
- The Voluntary Community Sector will create a Learning Disabilities Alliance with the remit to ensure Croydon is the happiest, healthiest, safest place for children and adults with learning disabilities to live the lives they want to live

The new Mayor can support us by
- Working with the Alliance to develop a Learning Disability strategy
- Putting personalisation at the heart of the eligibility processes
- Reducing bureaucracy, ensuring transparency and good communications
- Using outcomes focused commissioning

OBJECTIVES AND ACTIVITIES

What is next for partnership work?

Steps in 2022/2023
To work in partnership with, more charities and grassroots groups, so that together we can increase our impact.

Objective 3 - to maintain and extend the usage of the facilities within Portland House including subletting to other groups where possible.

Having undergone a flexible working review, many of our head office staff and parent carer team chose to work hybrid, partly from home and partly in the office. This has meant that our building is too large for our current needs. We continue to sublet to Willow Learning for life and Croydon People First and host some of our groups in this building.

What is next for Portland House?

Steps for 2022/2023

- Our Portland House Strategy, to be implemented early next year, will include transferring to a cloud phone system so teams can respond to phone calls, whether we are working in the community, in Portland House or from home
- Remove and securely store offsite, all paper-based data from the 1950's onwards
- Make the space more appealing for new sublets/groups to increase rental income
- Review whether we exit the Portland House lease in 2024

Objective 4 - to produce a regular newsletter, a helpful website and social media platforms to inform and update members, interested parties and local organisations.

Our email newsletter from April 2021 to March 2022 we
- sent 16 email newsletters
- gained an additional 1107 subscribers (936 of those were transferred from PiP mailing list)
- had 28 people unsubscribe
- had an average open rate of 40% across the 12 months

Website
Our new website was launched in November 2021. From November 2021 to March 2022 our website had 5615 visits and 4387 unique visitors.

Our Social Media - from April 2021 to March 2022
Facebook
Our posts
- reached 9161 people
- received 1824 reactions
- were shared 474 times

Our page
- gained an additional 122 followers

Instagram
Our posts
- received 659 likes

Our video posts
- were viewed 3408 times

OBJECTIVES AND ACTIVITIES

Twitter
Our Tweets
- had 535 engagements
- received 130 likes
- were Retweeted 87 times

YouTube
Our videos
- received 6700 views
- were watched for 148 hours
Our channel
- gained 11 additional subscribers

Objective 5 - to support existing volunteers and increase the number of volunteers wherever possible.

Volunteering has many varied benefits including economic value for Croydon Mencap but also benefits that affect the volunteers themselves, and the people who are the primary beneficiaries of the volunteer work.

We have increased our volunteer base to 19 and volunteers work over 3 different services.

Our dedicated volunteers bring a variety of skills and passion, some fitting their volunteering around a broad range of paid work including business analysts, IT workers, retired police officers and teachers. Croydon Mencap is hugely grateful for their time.

Our volunteers have provided Croydon Mencap 670 hours, with a financial value of approximately £17,000

Volunteers said
'The reason that I got into volunteering was that I was very conscious that my life was centred around work, exercising, holidays and socialising with friends and family. I also often spent time with people whose needs/focus was very similar to my own. I was aware that I was missing out on other perspectives, knowledge, and the opportunity to give back. Croydon Mencap has given me the chance to learn more about adults with learning disabilities, but most importantly spend time with people who give me insights into their different lives, views and we have a lot of fun along the way!'

'I want to help people find their purpose, a reason for getting out of bed, take pride in themselves and what they achieve - including sky-diving!'

'I want to see people with learning disabilities enjoying life'

'I want families who have or are going through a tough time get a break'

Objective 6 - to maintain and continue to develop user involvement in all aspects of Croydon Mencap's work.

The Looking Forward Group remained inactive this year due to the disruption of COVID. The group have plans to reset and regather soon, and together with volunteers are looking forward to planning a garden transformation.

What's next for user involvement?

People with a learning disability need to be the voice at the very front of the organisation and within strategic development.

OBJECTIVES AND ACTIVITIES

We want to start discussions around developing a joined-up LD strategy in partnership with Croydon Council, NHS, people with learning disabilities, and their families and allies in Croydon.

Steps for 2022/2023

Recruit Croydon Mencap Ambassadors
Recruit people with a Learning Disability to the board of trustees.

Objective 7 - to facilitate the Learning Disability Forum for local services users, carers and professionals.

The Learning Disability Forum remained inactive this year due to the disruption of COVID, however we are very much looking forward to reengaging in the new year.

There is amazing partnership work happening in Croydon, with support from CVA, Royal Mencap, Club Soda and Willow learning for life. It would be great to harness this strategically and develop a learning disability strategy, and formal alliance. We need to be more inventive in how we make Croydon the best place to live despite the economic landscape.

Objective 8 - to contribute to consultations about Croydon Council's and Government's strategy concerning learning disability services.

Croydon Mencap represents people with learning disabilities by participating in strategic planning meetings with Croydon Council and NHS. Meetings include -

- The Learning Disability Partnership Board
- The Autism Partnership Board
- Learning Disability Forum
- Subgroups of the Partnership Boards, the Carers Partnership, and other ad hoc meetings

Along with the above, we welcome the Health and Care Bill 'Integrated Care Boards and local health and care systems' the pragmatic reforms build on the sensible and practical changes already well underway in Croydon, namely the work of One Croydon Alliance with its initial focus on older people.

Croydon Mencap will one of the key organizations in the Integrated Care Systems (ICSs) which is a partnership of organisations that come together to plan and deliver joined up health and care services, and to improve the lives of people who live and work in Croydon.

Croydon Mencap CEO will be attending the Voluntary Community Leadership (VCL) board which uses information provided by the Local Community Partnerships (LCPs) to inform commissioning, ensuring grassroots organization's and groups can thrive.

The VCL board will feed directly into the Integrated Care Boards to ensure Croydon is a great place to live with different parts of the health and care system working together in the best interests of the public.

We hope you enjoyed reading out our Impact.

Public benefit
The trustees have considered and confirm that the charity's activities meet the Charity Commission guidance on public benefit.

FINANCIAL REVIEW

Financial position

The Statement of Financial Activities shows a net deficit for the year of £31k, compared to a net deficit of £13k in the previous year.

The charity maintains its commitment to a core programme of support in the learning disability community of Croydon and has continued to operate a range of clubs and programmes throughout the year.

Charitable spend was £706k, which increased by 25% compared to the prior year. The increase is partially due to our merger with Parents in Partnership (PiP) when we welcomed five new members of staff to our team, but also to our planned capital expenditure for infrastructure improvements to ensure we have long-term sustainability post pandemic. This included a new database, website, new computers, a new minibus and extensive Portland House refurbishment.

Total income at £675k is higher than the previous year largely due to our merger with Parents in Partnership (PiP).

A significant proportion (18%) of income generated in the year was through grants made by:

1 Captain Tom NHS funding
2 Croydon Relief in Need
3 Croydon Council Children with Disability Funding
4 Department of Education
5 Southwest London Clinical Commissioning Group (CCG)
6 Royal Mencap Society
7 Mind in Croydon

23% of income was generated through donations, of this 1% was membership fees. Donations is an area the charity continues to look to grow. We are deeply grateful to those who chose to donate to Croydon Mencap.

The year-end total reserves balance continues to be healthy at £786k. The Trustees and staff are committed to utilising these funds to develop the charity's programme of charitable activities to address the greatest needs of Croydon's learning disability community, while ensuring financial sustainability in a challenging funding environment. We note that a number of key objectives have now been achieved or set in motion for completion in the next financial year as referenced in this report.

Investment policy and objectives

Investment powers and policy
The trustees, having regard to the liquidity requirements of operating the charity, have kept available funds in a number of short-term interest-bearing deposit accounts and seek to achieve as high a rate of return on deposit as possible.

At the year end, total investment income was £5,394 (2020/21: £5,981).

FINANCIAL REVIEW

Reserves policy

The charity seeks to maintain an unrestricted reserve at all times of a minimum of 3 months up to a maximum of 6 months of the anticipated future expenditure of the charity under free reserves.

This allows for staff and volunteers to be assured of a reasonable continuity of the operation and their services.

The amount of reserves required to achieve this range has been calculated to be between £200,000 and £318,000, to reflect the continually changing landscape in the charity sector and which gives us some flexibility on our reserves position. The higher of these two figures has been disclosed separately as the operating reserve of £318,000 as shown on the balance sheet and in Note 19 to the financial statements. This amount is considered sufficient to cover the level of reserves required by the reserves policy of the charity.

The Trustees may choose to set aside funds in a designated reserve for on-going/future projects, to ensure financial viability for the life of the project.

The trustees review the level of reserves quarterly based on a risk analysis methodology, while the reserves policy is reviewed yearly and are considered appropriate for the level of operations.

At the end of the financial year, total funds were £736,377 of unrestricted funds.

FUTURE DEVELOPMENTS

Strategy

Post Pandemic Croydon Mencap will spend 2022/2023 revaluating, consulting with stakeholders, individuals with learning disabilities, and their families to understand what is important for us to be focusing on going forward.

Where do we need to expand or retract and what is missing for people to be able to live in the place they want to call home, with the people and things that they love, in communities where we all look out for one another, doing the things that matter most.

From challenges and opportunities identified above, the main things the Board will consider are:

1. Growth of social enterprise - Social enterprises is business that put the interests of people first and is driven by a social/environmental mission, reinvesting profits into creating positive social change
2. Developing services for children - holiday clubs specifically for children with learning disabilities are lacking in Croydon
3. Funding - Review of membership, prices, and creation of a compelling case for support from local businesses and donators
4. Reducing bureaucracy - Managing performance through outcomes, impact, and ownership, doing more to build trust and togetherness, facilitating, and engaging with teams, encouraging team problem solving
5. Build further partnerships - to pool skills, expertise, and resources to create bigger impact together

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The organisation was founded under a memorandum of association that established the objects and powers of the organisation. It is controlled by its governing document, the memorandum and articles of association, last amended on the 29th March 2021 and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The charity is governed by the board of directors, who are also trustees. The board is made up of a maximum of 11 trustees. They have a number of scheduled meetings each year. The trustees are elected at the Annual General Meeting by the membership, although the board also has the power to co-opt trustees during the year.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Recruitment and appointment of new trustees

Board members are recruited via advertising on Charity Jobs, our newsletter, word of mouth and appeals generally, especially when a specific role, such as that of Treasurer, is required.

All prospective board members are invited to discuss the work of the charity with the Chair and Chief Executive and to ask any questions relating to the organisation and their role and responsibilities within it.

All Board members are encouraged to join 1 of the Board's task focused working groups, thereby extending their involvement and developing their knowledge and understanding of the issues affecting the day-to-day operations and challenges.

All Board members are elected at the Annual General Meeting by the membership.

Organisational structure and Pay policy for senior staff

The Articles of Association govern Croydon Mencap

The organisation is managed by a Board of Directors who are also Trustees Working groups made up of a few members of the Board, are tasked by the Board for a specific, time limited purpose and report back to the Board as necessary

Decisions on policy and financial matters and other issues, which will have a significant effect on the organisation, are taken to the main board to be discussed and ratified

The Chief Executive, in liaison with the Chair or Deputy, manage operational and day to day issues. The financial controls in place are appropriate to the size of the administrative staff

The services of Peninsula for HR continue to provide advice and relevant information on all HR issues. During the year Peninsula was also engaged to support our implementation of Health and Safety legislation, carrying out an audit and producing an action plan for Croydon Mencap. Croydon Mencap have contracted with them to provide information, advice and the necessary knowledge to ensure that Croydon Mencap is compliant with all aspects of Health and Safety legislation.

Pay policy for senior staff

The Board of Directors comprises the Trust's trustees, while the key management personnel of the charity are those in charge of directing and controlling, running and operating the Trust on a day-to-day basis.

All directors give of their time freely and no director received remuneration in the year. Details of directors' expenses and related party transactions are disclosed in note 10 to the accounts.

The pay of the senior staff is reviewed annually and normally increased in accordance with average earnings.

Induction and training of new trustees

Persons wishing to join the Board of Directors/Trustees will be provided with information about the charity and attend an interview with the Chair and Chief Executive of the Board. They will also be given the latest Annual Review and Annual Report and Financial Statements, plus the Memorandum and Articles of Association, structure of the organisation and an overview of the way in which the organisation works, as well as publications by the Charity Commission on the role of a trustee and good governance.

All Board Members are elected at the Annual General Meeting by the membership, although they may attend as a co-opted member prior to an AGM being held. Anyone may stand provided they are a member of Croydon Mencap and can comply with the Charity Commission requirements of their status.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Wider network

Croydon Mencap is the largest voluntary group working the field of learning disability in Croydon. Croydon Mencap is an autonomous organisation and has its own board. It is affiliated to the national body, Royal Mencap Society and subscribes to the same core values.

Related parties

Currently, the Chief Executive/Company Secretary chairs a Learning Disability Forum meeting, which brings together both statutory and voluntary groups alongside users of services, parents and carers in discussions around the provision of and planning for future services. Croydon Mencap also works alongside the local authority in some of its projects and the Chief Executive attends meetings at strategic planning level. Other staff members attend meetings concerned with safeguarding adults and carers' services.

Engagement with employees
Croydon Mencap as an Employer

Croydon Mencap greatly values the contribution of its staff and strives to ensure it is a favoured place to work. During the year, Croydon Mencap maintained our accreditation as a Croydon Good Employer and as a Disability Confident Employer and continue to be a London Living Wage Employer.

To support Croydon Mencap to become more flexible and both rapidly responsive and resilient to change, we will take a new perspective on how to organise, operate and work.

As a result of COVID, we have utilised learning around flexible working and have now become a flexible working charity with all employees choosing where and what time they would like to work as long as this does not impede our impact and quality.

Our IT infrastructure has been audited and additional work done to ensure we are able to connect and communicate well.

We are working towards replacement of managers with coaches and are providing full transparency and access to all charity data (excluding personal HR) in order decentralise decision making.

Ongoing dynamic appraisals of the changing situation, its impact upon members, staff and volunteers, as well as new opportunities presented, will enable Croydon Mencap to safely maintain a high level of service provision and undertake new development activities

Risk management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error. A subgroup of the Board has produced a Risk Register that was discussed by the Board, and actions are planned to further mitigate the identified risks where possible.

Several of the key risks identified through this process related to the financial structure of the charity; while there is currently a healthy reserves balance that can fund an operating deficit, it is important that these funds are used strategically and that the charity's programmes are sustainable in the long term. In addition, it was identified that there is a need to diversify income to have less reliance on 1 key funder (being Croydon Council).

It was also identified that the charity's relevance within the learning disability community is key to its success, and that actions are required to ensure Croydon Mencap represents this community and offers it the services and support it needs.

The Trustee's recognise that the Charity is very fortunate to employ committed, qualified and experienced staff. The Board looks to retain these staff wherever possible.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
03628599 (England and Wales)

Registered Charity number
1073063

Registered office
Portland House
678 London Road
Thornton Heath
Surrey
CR7 7HU

Trustees
J W Kiamtia-Cooper (Chair)
T J Flood
A C Rackett
D L Congdon
A L Pollard-Creatura (resigned 18/11/2021)
F Hayat
S M J Dunk (Treasurer)
K R Oakhill (resigned 9/11/2021)
A L Simpson (resigned 18/11/2021)
Ms P Holmes Retired (appointed 27/4/2021)
Mrs S P Culling (appointed 18/11/2021)

Company Secretary
Ms K Wynne

Senior Statutory Auditor
Mark Partridge FCA BSc

Auditors
Chariot House Limited
Chartered Accountants and Statutory Auditor
44 Grand Parade
Brighton
BN2 9QA

Bankers
CAF Bank Ltd
25 Kings Hill Avenue
Kings Hill
Kent
ME19 4JQ

Close Brothers Ltd
10 Crown Place
London
EC2A 4FT

National Westminster Bank Plc
111 South End
Surrey
CR9 1ZY

EVENTS SINCE THE END OF THE YEAR

Information relating to events since the end of the year is given in the notes to the financial statements.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Croydon Mencap for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

AUDITORS

The auditors, Chariot House Limited, have expressed their willingness to continue in this capacity and will be proposed for re-appointment at the forthcoming Annual General Meeting.

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

Approved by order of the board of trustees on 17.11.2022 and signed on its behalf by:



.....

J W Kiamtia-Cooper - Trustee

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF CROYDON MENCAP

Opinion

We have audited the financial statements of Croydon Mencap (the 'charitable company') for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and the provisions available for small entities, in the circumstances set out in note 22 to the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other information

The 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 Report of the Independent Auditors 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 this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception
In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

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

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

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors 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.

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

Based on our understanding of the charity and its activities, and through discussion with the trustees and management, we identified the principal risks and considered the extent to which these would have a material impact on the financial statements.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.

We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud, and reviewed significant or unusual transactions to identify their underlying supporting rationale.

We inspected the minutes of meetings of those charged with governance, and made direct enquiries of management and the board of trustees concerning the charity's policies and procedures relating to:

* Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
* Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
* The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.

In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates were indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

We also
* discussed and reviewed the charity's business model and forward planning to assess going concern
* communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
* reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
* Carried out substantive testing on income and expenditure
* Re-performed reconciliations of control accounts, and recalculating items such as depreciation

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF CROYDON MENCAP

Use of our report

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

Mark Partridge FCA BSc (Senior Statutory Auditor)
for and on behalf of Chariot House Limited
Chartered Accountants and Statutory Auditor
44 Grand Parade
Brighton
BN2 9QA

Date: 24th November 2022

CROYDON MENCAP

STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2022

	Notes	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	83,195	84,493	167,688	15,426
Charitable activities					
Direct charitable activities		332,866	161,047	493,913	506,125
Other trading activities	3	6,602	-	6,602	7,464
Investment income	4	5,394	-	5,394	5,981
Other income	6	1,872	-	1,872	14,401
Total		429,929	245,540	675,469	549,397
EXPENDITURE ON					
Charitable activities	7				
Direct charitable activities		499,694	203,720	703,414	439,918
Governance costs		-	-	-	13,638
Support costs		2,760	-	2,760	109,121
Total		502,454	203,720	706,174	562,677
NET INCOME/(EXPENDITURE)		(72,525)	41,820	(30,705)	(13,280)
Transfers between funds	19	12,598	(12,598)	-	-
Net movement in funds		(59,927)	29,222	(30,705)	(13,280)
RECONCILIATION OF FUNDS					
Total funds brought forward		796,304	20,782	817,086	830,366
TOTAL FUNDS CARRIED FORWARD		736,377	50,004	786,381	817,086

The notes form part of these financial statements

CROYDON MENCAP

BALANCE SHEET
31 MARCH 2022

	Notes	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
FIXED ASSETS					
Tangible assets	14	140,126	4,931	145,057	95,322
CURRENT ASSETS					
Debtors	15	63,082	-	63,082	30,243
Investments	16	502,459	45,074	547,533	442,159
Cash at bank and in hand		62,763	-	62,763	267,070
		628,304	45,074	673,378	739,472
CREDITORS					
Amounts falling due within one year	17	(32,054)	-	(32,054)	(17,708)
NET CURRENT ASSETS		596,250	45,074	641,324	721,764
TOTAL ASSETS LESS CURRENT LIABILITIES		736,376	50,005	786,381	817,086
NET ASSETS		736,376	50,005	786,381	817,086
FUNDS	19				
Unrestricted funds:					
General fund				416,376	454,904
Operating reserves				318,000	340,400
Designated fund - delapidations				2,000	1,000
				736,376	796,304
Restricted funds:					
LBC Carer's Support				1,356	1,356
LBC Volunteer buddies				3,329	5,555
Royal Mencap Active Lives /Strictly Come Walking				6,509	6,336
Royal Mencap Leslie Park - Round the World Challenge				-	385
Royal Mencap Leslie Park - Treat Me Well				-	1,150
Royal Mencap PiP - EPAts Delivery				84	3,300
Royal Mencap Let's Get Digital				-	2,700
PiP DfE Parent Participation				3,663	-
Local Offer				10,535	-
Parent Carer Assessments				24,306	-
Leslie Park - Gardening Grant				223	-
				50,005	20,782
TOTAL FUNDS				786,381	817,086

The notes form part of these financial statements

continued...

BALANCE SHEET - continued
31 MARCH 2022

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

The financial statements were approved by the Board of Trustees and authorised for issue on ..17..11....2022.. and were signed on its behalf by:

.....
J W Kiamtia-Cooper - Trustee

The notes form part of these financial statements

CROYDON MENCAP

CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2022

	Notes	2022 £	2021 £
Cash flows from operating activities			
Cash generated from operations	1	(24,531)	5,755
Net cash (used in)/provided by operating activities		(24,531)	5,755
Cash flows from investing activities			
Purchase of tangible fixed assets		(81,669)	(96,923)
Sale of tangible fixed assets		1,873	1,001
(increase)/decrease in long term funds		(105,374)	-
Interest received		5,394	5,981
Net cash used in investing activities		(179,776)	(89,941)
Change in cash and cash equivalents in the reporting period		(204,307)	(84,186)
Cash and cash equivalents at the beginning of the reporting period		267,070	351,256
Cash and cash equivalents at the end of the reporting period		62,763	267,070

The notes form part of these financial statements

NOTES TO THE CASH FLOW STATEMENT FOR THE YEAR ENDED 31 MARCH 2022

1. RECONCILIATION OF NET EXPENDITURE TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2022 £	2021 £
Net expenditure for the reporting period (as per the Statement of Financial Activities)	(30,705)	(13,280)
Adjustments for:		
Depreciation charges	31,933	16,219
Profit on disposal of fixed assets	(1,872)	(809)
Interest received	(5,394)	(5,981)
(Increase)/ decrease in investments	-	(5,708)
(Increase)/decrease in debtors	(32,839)	17,003
Increase/(decrease) in creditors	14,346	(1,689)
Net cash (used in)/provided by operations	(24,531)	5,755

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1/4/21 £	Cash flow £	At 31/3/22 £
Net cash			
Cash at bank and in hand	267,070	(204,307)	62,763
	267,070	(204,307)	62,763
Liquid resources			
Deposits included in cash	-	-	-
Current asset investments	442,159	105,374	547,533
	442,159	105,374	547,533
Total	709,229	(98,933)	610,296

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The accounts are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future and on that basis the charity is considered to be a going concern.

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern. The trustees consider that the Covid-19 pandemic will not have a significant impact on the charity's core funding. The trustees regard any impact to be short term rather than affecting the charity's ability to continue as a going concern. There are no material uncertainties affecting the current year's accounts.

Income
General
All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants 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.

Voluntary income is received by way of donations and gifts and is included in full in the statement of activities when receivable.

Revenue grants are credited to the statement of financial activities when received or receivable whichever is earlier.

Where unconditional entitlement to grants receivable is dependent upon fulfilment of conditions within the charity's control, the incoming resources are recognised when there is sufficient evidence that conditions will be met.Where there is uncertainty as to whether the charity can meet such conditions the incoming resource is deferred.

Income generated from the supply of goods or services is included in the statement of financial activities in the period in which the supply is made.

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.

1. ACCOUNTING POLICIES - continued

Income
Donated services and facilities
Donated services or facilities are recognised as income when the charity has control over the item or receive the service, any conditions associated with the donated item have been met,the receipt of economic benefit from use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS102), volunteer time is not recognised so refer to the trustees' annual report for more information on their contribution.

On receipt, donated services and facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Expenditure
General
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

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

Allocation of support costs
Resources are allocated to the particular activity where the cost relates directly to that activity.

Support costs are the functions that assist the work of the charity but do not directly undertake charitable activities.

The overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned based upon the level of resource required to support each activity.

Governance costs are the costs related with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

Operating leases
Rental charges are charged on a straight line basis over the term of the lease.

Tangible fixed assets
Expenditure on fixed assets above the value of £500 are capitalised.

All fixed assets are initially recorded at cost. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Depreciation is provided at rates calculated to write down the cost of each asset less its residual value evenly over its estimated useful life on the following bases:

Fixtures and fittings	25% Straight line
Motor vehicles	20% Straight line
Leasehold improvements	Over terms of lease

continued...

1. ACCOUNTING POLICIES - continued

Taxation
The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK Corporation Tax purposes. Accordingly the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the .
trustees.

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Restricted capital funds are released on a yearly basis to unrestricted funds over the period of the lease held at the chanty's' registered office at Portland House, 678 London Road, Thornton Heath, Surrey, CR7 7HU.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits
The charity operates a defined contribution pension scheme, which all employees are eligible to join. The total amount of contributions recognised in the statement of financial activity are shown in note 9 and represent the employers contribution to the scheme or to employees personal pension schemes.

There were no outstanding or prepaid contributions at the balance sheet date and the charity has no liability under the scheme other than the payment of those contributions.

Investments
Current asset investments represent cash on deposit with a maturity of six months or more from the date of acquisition or opening of the deposit or similar account.

Cash at bank and in hand
Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Debtors
Trade and other debtors are recognised at the settlement amount due after any trade discount is offered.

Prepayments are valued at the amount prepaid net of any trade discounts due.

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.

continued...

1. ACCOUNTING POLICIES - continued

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 with the exception of bank loans which are subsequently measured at amortised cost using the effective interest rate method.

2. DONATIONS AND LEGACIES

	2022	2021
	£	£
Donations	154,650	14,250
Gift aid	702	383
Legacies	10,000	-
Subscriptions	794	793
Refunds	1,542	-
	167,688	15,426

3. OTHER TRADING ACTIVITIES

	2022	2021
	£	£
Rent received	6,602	7,464

4. INVESTMENT INCOME

	2022	2021
	£	£
Deposit account interest	5,394	5,981

5. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2022	2021
		£	£
Support and advice	Direct charitable activities	66,065	87,896
Leslie Park	Direct charitable activities	295,925	334,579
Chill n chat	Direct charitable activities	12,642	13,830
Grants	Direct charitable activities	65,156	-
Outings and social clubs	Direct charitable activities	10,252	14,875
Volunteering Buddies	Direct charitable activities	29,141	35,570
Round the World	Direct charitable activities	-	2,225
Treat Me Well	Direct charitable activities	650	1,150
Strictly Come Walking	Direct charitable activities	9,729	10,000
Let's Get Digital	Direct charitable activities	4,353	2,700
PiP - EPAtS delivery	Direct charitable activities	-	3,300
		493,913	506,125

continued...

5. INCOME FROM CHARITABLE ACTIVITIES - continued

Grants received, included in the above are as follows

	2022	2021
	£	£
LBC - Chill n'chat	9,745	-
NHS Captain Tom	33,000	-
PiP Relief in Need	16,981	-
Gardening Grant	388	-
Other grants	5,042	-
	65,156	-

6. OTHER INCOME

	2022	2021
	£	£
Gain on sale of tangible fixed assets	1,872	809
Furlough grant	-	13,592
	1,872	14,401

7. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 8)	Support costs (see note 9)	Totals
	£	£	£
Direct charitable activities	702,556	858	703,414
Support costs	-	2,760	2,760
	702,556	3,618	706,174

8. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2022	2021
	£	£
Staff costs	483,250	395,371
Professional fees	24,790	14,175
Premises costs	63,266	54,360
Insurance	5,948	5,526
Training costs	8,536	5,118
Repairs,maintenance and cleaning	11,810	5,325
Travel	9,003	6,155
Outings,trips and activity costs	10,734	4,429
Office costs	33,571	24,699
Newsletter	271	1,005
Trustees' meeting expenses	-	154
Other costs	19,169	19,017
Bank charges	275	85
Depreciation	31,933	16,219
	702,556	551,638

continued...

9. SUPPORT COSTS

	Governance costs
	£
Direct charitable activities	858
Support costs	2,760
	3,618

Support costs, included in the above, are as follows:

Governance costs

	Direct charitable activities	Support costs	2022 Total activities	2021 Total activities
	£	£	£	£
Auditors' remuneration	858	2,760	3,618	2,640
Legal & Professional fees	-	-	-	8,399
	858	2,760	3,618	11,039

10. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2022	2021
	£	£
Auditors' remuneration	3,618	2,640
Depreciation - owned assets	38,122	16,219
Surplus on disposal of fixed assets	(1,872)	(809)
Auditors' remuneration - other work (excluding VAT)	2,100	2,100
Operating lease rentals - land and buildings	52,520	45,541
Operating lease rentals - other	1,893	2,231

11. 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.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2022 nor for the year ended 31 March 2021.

continued...

12. STAFF COSTS

Staff costs during the year were as follows:

	Total 2022 £	Total 2021 £
Wages and salaries	449,028	363,331
Social security costs	24,791	23,598
Pension costs	9,432	8,443
	483,251	385,372

Pension costs are allocated between restricted and unrestricted funds in proportion to the related staff costs incurred for each specific project.

The charity considers its key management personnel to be the trustees and senior management being the CEO and Operations Manager. .The total employee benefits including employers national insurance contributions and pension contributions was £99,566 being 2 staff((2021: £48,683 (1 staff).

The trustee have considered the level of holiday entitlement carried forward at the year end and have decided that it is not material. An accrual has therefore not been made.

The average monthly head count was 35 staff equating to 20 full time equivalent (2021: 28 staff) FTE 16).

As all staff are involved in delivering or enabling the delivery of charitable activities, all staff costs are included in Note 7 & Note 8 and are not allocated to support costs in Note 9.

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

	2022	2021
Charitable activities	15	12
Support	4	3
Governance	1	1
	20	16

No employees received emoluments in excess of £60,000.

13. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	15,426	-	15,426
Charitable activities			
Direct charitable activities	371,350	134,775	506,125
Other trading activities	7,464	-	7,464
Investment income	5,981	-	5,981
Other income	14,401	-	14,401
Total	414,622	134,775	549,397

continued...

13. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted funds £	Restricted funds £	Total funds £
EXPENDITURE ON			
Charitable activities			
Direct charitable activities	325,925	113,993	439,918
Governance costs	13,638	-	13,638
Support costs	109,121	-	109,121
Total	448,684	113,993	562,677
NET INCOME/(EXPENDITURE)	(34,062)	20,782	(13,280)
RECONCILIATION OF FUNDS			
Total funds brought forward	830,366	-	830,366
TOTAL FUNDS CARRIED FORWARD	796,304	20,782	817,086

14. TANGIBLE FIXED ASSETS

	Short leasehold £	Fixtures and fittings £	Totals £
COST			
At 1 April 2021	137,238	185,630	322,868
Additions	15,547	66,122	81,669
Disposals	-	(26,511)	(26,511)
At 31 March 2022	152,785	225,241	378,026
DEPRECIATION			
At 1 April 2021	137,238	90,308	227,546
Charge for year	328	37,794	38,122
Eliminated on disposal	-	(32,699)	(32,699)
At 31 March 2022	137,566	95,403	232,969
NET BOOK VALUE			
At 31 March 2022	15,219	129,838	145,057
At 31 March 2021	-	95,322	95,322

continued...

15. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Trade debtors	4,707	9,933
Prepayments	16,790	16,600
Accrued income	41,585	3,710
	63,082	30,243

16. CURRENT ASSET INVESTMENTS

	2022	2021
	£	£
Close Brothers Treasury Deposit	547,533	442,159

17. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Trade creditors	14,633	3,085
Social security and other taxes	9,989	9,170
Accrued expenses	7,432	5,453
	32,054	17,708

18. LEASING AGREEMENTS

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods:

	Land & Buildings	Other Leases	Total 2022	Total 2021
	£	£	£	£
Less than 1 year	46,160	2,231	48,391	37,890
2 - 5 years	128,000	5,900	133,900	16,194
Over 5 years	152,000	-	152,000	-
	326.160	8,131	334,291	54,084

continued...

19. MOVEMENT IN FUNDS

	At 1/4/21 £	Net movement in funds £	Transfers between funds £	At 31/3/22 £
Unrestricted funds				
General fund	454,904	(72,526)	33,998	416,376
Operating reserves	340,400	-	(22,400)	318,000
Designated fund - delapidations	1,000	-	1,000	2,000
	796,304	(72,526)	12,598	736,376
Restricted funds				
LBC Carer's Support	1,356	-	-	1,356
LBC Volunteer buddies	5,555	(2,226)	-	3,329
Royal Mencap Active Lives /Strictly Come Walking	6,336	173	-	6,509
Royal Mencap Leslie Park - Round the World Challenge	385	(385)	-	-
Royal Mencap Leslie Park - Treat Me Well	1,150	(1,150)	-	-
Royal Mencap PiP - EPAts Delivery	3,300	(3,216)	-	84
Royal Mencap Let's Get Digital	2,700	4,353	(7,053)	-
PiP Children With Disabilities	-	2,455	(2,455)	-
PiP DfE Parent Participation	-	6,753	(3,090)	3,663
Local Offer	-	10,535	-	10,535
Parent Carer Assessments	-	24,306	-	24,306
Leslie Park - Gardening Grant	-	223	-	223
	20,782	41,821	(12,598)	50,005
TOTAL FUNDS	817,086	(30,705)	-	786,381

continued...

19. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	429,929	(502,455)	(72,526)
Restricted funds			
LBC Chill n Chat	9,744	(9,744)	-
LBC Carer's Support	34,131	(34,131)	-
LBC/Mind in Croydon Welfare Rights	22,930	(22,930)	-
LBC Volunteer buddies	29,140	(31,366)	(2,226)
Royal Mencap Active Lives /Strictly Come Walking	9,728	(9,555)	173
Royal Mencap Leslie Park - Round the World Challenge	-	(385)	(385)
Royal Mencap Leslie Park - Treat Me Well	650	(1,800)	(1,150)
Royal Mencap PiP - EPAts Delivery	-	(3,216)	(3,216)
Royal Mencap Let's Get Digital	4,353	-	4,353
PiP Children With Disabilities	21,377	(18,922)	2,455
NHS CCG	10,659	(10,659)	-
PiP DfE Parent Participation	17,618	(10,865)	6,753
NHS Captain Tom	33,000	(33,000)	-
PiP Relief In Need	16,981	(16,981)	-
Local Offer	10,535	-	10,535
Parent Carer Assessments	24,306	-	24,306
Leslie Park - Gardening Grant	388	(165)	223
	245,540	(203,719)	41,821
TOTAL FUNDS	675,469	(706,174)	(30,705)

continued...

19. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1/4/20 £	Net movement in funds £	Transfers between funds £	At 31/3/21 £
Unrestricted funds				
General fund	544,068	(34,062)	(55,102)	454,904
Operating reserves	286,298	-	54,102	340,400
Designated fund - delapidations	-	-	1,000	1,000
	830,366	(34,062)	-	796,304
Restricted funds				
LBC Carer's Support	-	1,356	-	1,356
LBC Volunteer buddies	-	5,555	-	5,555
Royal Mencap Active Lives /Strictly Come Walking	-	6,336	-	6,336
Royal Mencap Leslie Park - Round the World Challenge	-	385	-	385
Royal Mencap Leslie Park - Treat Me Well	-	1,150	-	1,150
Royal Mencap PiP - EPAts Delivery	-	3,300	-	3,300
Royal Mencap Let's Get Digital	-	2,700	-	2,700
	-	20,782	-	20,782
TOTAL FUNDS	830,366	(13,280)	-	817,086

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	414,622	(448,684)	(34,062)
Restricted funds			
LBC Chill n Chat	13,830	(13,830)	-
LBC Carer's Support	34,132	(32,776)	1,356
LBC/Mind in Croydon Welfare Rights	31,868	(31,868)	-
LBC Volunteer buddies	35,569	(30,014)	5,555
Royal Mencap Active Lives /Strictly Come Walking	10,000	(3,664)	6,336
Royal Mencap Leslie Park - Round the World Challenge	2,226	(1,841)	385
Royal Mencap Leslie Park - Treat Me Well	1,150	-	1,150
Royal Mencap PiP - EPAts Delivery	3,300	-	3,300
Royal Mencap Let's Get Digital	2,700	-	2,700
	134,775	(113,993)	20,782
TOTAL FUNDS	549,397	(562,677)	(13,280)

continued...

19. MOVEMENT IN FUNDS - continued

Purposes of Restricted Funds.

Income Funds.

Chill n Chat - is a free drop-in-service.

Carer's Support - is a grant received from LB Croydon as part of the Carer's Support Partnership, and contributes to the salaries and running costs of providing support services for carers, welfare rights and our Chill & Chat service for parents of children with additional needs from birth to 5.

MIND in Croydon - contributes to the salary of the Welfare & Rights Worker.

Volunteer Buddies - is a grant from LB Croydon's Outcomes Programme to fund the salary and running costs of our project suppo rting adults with learning disabilities to become volunteers.

Active Lives, Strictly Come Walking - is a grant from the Royal Mencap Society to fund the salaries of staff running our free walking groups for adults with learning disabilities.

Round The World Challenge - is a grant from the Royal Mencap Society funding activity costs to enable adults with learning disabilities to enjoy fun, physical activity challenges to help lead a healthy and active lifestyle.

Treat Me Well - is a grant from the Royal Mencap Society funding campaigning to transform how the NHS treats people wi th learning disabilities in hospitals.

EPAtS - is a grant from the Royal Mencap Society to deliver a parenting support programme called "Early Positive Approaches to Support".

Let's Get Digital - is a grant from the Royal Mencap Society to fund improvements to IT.

Children with Disabilities - is a grant from LB Croydon contributing to the salaries and running costs of providing our Family Support Service for parents/carers.

PiP DfE Parent Participation - is a grant towards the salary and running costs of the Croydon Parent Carer Forum.

NHS CCG - is a grant from the NHS towards the salary of the Parent Participation Programme Co-ordinator.

NHS Captain Tom - is a grant from the NHS Charities Together - Working Together to Reduce Isolation and Improve Mental Health programme. This contributes towards the salaries and running costs of our You Are Not Alone project.

PiP Relief in Need - is a grant towards the salary and running costs of a Family Link Worker providing our Preparing for Adulth ood/Transitions Project.

Local Offer - is a grant towards developing a website for young people with SEND.

Parent Carer Assessments - is a grant towards the salaries and running costs of a pilot scheme carrying out carer assessments.

Leslie Park Gardening Grant - small grant to pay for gardening tools and supplies at the Leslie Park Day Centre.

continued...

19. MOVEMENT IN FUNDS - continued

Purposes of Unrestricted Funds.

General Fund.
This fund represents the 'free reserves' after allowing for all designated funds.

Designated Funds.
Operating reserve fund - is held as a value sufficient, as a minimum, to cover six months' operating costs, major fluctuations in income from budget, contingencies for long-term commitments and any deficit on restricted reserves due to over commitment or payment on those projects.

20. OPERATING LEASE COMMITMENTS

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods:

	Land & Buildings	Other Leases	Total 2022	Total 2021
	£	£	£	£
Less than 1 year	52,520	1,420	53,940	54,751
2 - 5 years	189,560	3,669	193,229	213,449
Over 5 years	188,000	-	88,000	120,000
	330,080	5,,089	335,169	388,500

21. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2022.

22. FRC ETHICAL STANDARD - PROVISIONS AVAILABLE FOR SMALL ENTITIES

In common with many other businesses of our size and nature we use our auditors to prepare and submit returns to the tax authorities and assist with the preparation of the financial statements.

23. POST BALANCE SHEET EVENTS

On 1 April 2021, the charity merged with Parents in Partnership (PiP) and took over its activities, assets and reserves of £107,135.

24. LEGAL STATUS OF THE CHARITY

Croydon Mencap is a charitable company, limited by guarantee, registered in England and Wales, and has no share capital. No one member has overall control of the company.

In accordance with Clause 10 of the Memorandum of Association every member is liable to contribute a sum up to £1 in the event of the company being wound up. In the event of the company being wound up any assets remaining, after the satisfaction of all the company's debts and liabilities, shall be given or transferred to some other charitable institution or institutions having objects similar to the objects of the charity and which prohibit the distribution of its or their income and property among its members.

The company's registered number and registered office address can be found in the 'Legal and Administrative Information' section of the trustees annual report.

Croydon Mencap

England & Wales - Charity number 1073063

Accounts

REGISTERED COMPANY NUMBER: 03628599 (England and Wales)
REGISTERED CHARITY NUMBER: 1073063

REPORT OF THE TRUSTEES AND

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

FOR

CROYDON MENCAP

Chariot House Limited
Chartered Accountants
44 Grand Parade
Brighton
East Sussex
BN2 9QA

CROYDON MENCAP

CONTENTS OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

	Page
Report of the Trustees	1 to 15
Report of the Independent Auditors	16 to 19
Statement of Financial Activities	20
Balance Sheet	21 to 22
Cash Flow Statement	23
Notes to the Cash Flow Statement	24
Notes to the Financial Statements	25 to 37
Detailed Statement of Financial Activities	38 to 39

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2021

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2021. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

This report is the combined Directors' and Trustees' Report.

Reference and administrative information set out on pages 10 and 11 form part of this report. The financial statements comply with current statutory requirements, the Memorandum and Articles of Association, and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102 (effective 1 January 2019)..

OBJECTIVES AND ACTIVITIES

Objectives and aims

Charities mission statement.

At a Special General Meeting held on 29th March 2021 Croydon Mencap Ltd changed its name to Croydon Mencap. It also changed its Articles of Association; within the Articles of Association the Objects of the Charity are stated. Prior to the 29th March 2021 these were:

The objects of the Society/Club were;

1) The relief of people with a learning disability in particular by the provision of help and support for them and for their families, dependants and carers, and to prevent learning disabilities for the public benefit and to advance religion amongst people with a learning disability; and

2) To provide or assist in the provision of facilities for the recreation or other leisure time occupation for people who have need thereof by reason of learning disability with the object of improving their conditions of life. "learning disability" means any developmental disability of the mind and any associated condition howsoever caused and whether mild, moderate or severe.

At the Special General Meeting it was agreed to change these to:

The objects of the Charity are, for the public benefit:

1) To provide or assist in the provision of services, support and information, in particular to children and adults with a learning disability and/or autism but also to disabled children and adults, children and adults with special needs and their families, dependents and carers in the London Borough of Croydon and its environs, to enable them to experience fulfilling lives and maximise their involvement in the community and participation as citizens; and

2) To provide or assist in the provision of facilities for the recreation or other leisure time occupation for children and adults who have need thereof by reason of learning disability and/or autism or other disability or special needs with the object of improving their conditions of life.

Throughout the financial year ending 31st March 2021 Croydon Mencap pursued its Mission to improve the lives of people with learning disabilities, of children with special needs, their families and carers by acting as advocates, campaigning, providing information, support, services and opportunities for leisure.

Croydon Mencap continued to support and offer advice to children and adults with learning disabilities and to their carers and families. Providing a range of activities in response to local need, some of which have been in existence for more than 65 years. Overall, Croydon Mencap's aim, as set out in the memorandum and articles of association, is to improve the quality of life for people with learning disabilities, children with special needs and their families, to ensure that they or their relative or carer receive the support, services and financial benefits that they are eligible for and have the opportunities to integrate into mainstream life wherever possible. This may involve campaigning and raising issues on their behalf.

The organisation campaigns for the best possible outcomes in its discussion at local and sometimes national strategic planning levels.

The main activities of the charity in achieving these objectives are:

(a) To provide advice, information and support to people with learning disabilities, their families and carers including information and advice about welfare benefits.

(b) To facilitate networking with other agencies in the London Borough of Croydon.

(c) To produce a regular newsletter, a helpful web site and social media platforms to inform and update members, interested parties and local organisations.

(d) To maintain and extend the usage of the facilities within Portland House including hiring it out to other groups where possible.

(e) To support existing volunteers and to increase the number of volunteers wherever possible.

(f) To maintain and continue to develop user involvement in all aspects of Croydon Mencap's work.

(g) To facilitate the Learning Disability Forum for local services users, carers and professionals.

(h) To contribute to consultations about Croydon Council's and Government's strategy concerning learning disability services.

(i) To provide opportunities for leisure for people with disabilities through our Saturday Club, Monday Club and 'Just for Us' Discos and Active lives programme.

(j) To continue to provide and develop Clubs @ Leslie Park for adults with learning disabilities.

(k) To provide and develop the Croydon Mencap Support Service providing advice and support to carers of people with learning disabilities.

(l) To provide and develop the Chill & Chat Support Group for parents of pre-school children that have special needs.

(m) To provide and develop 'Down with It!!!'. A support group for parents and carers of Down Syndrome children.

(n) To actively seek funding for all aspects of work encompassed by Croydon Mencap's work.

Public benefit
The trustees have considered and confirm that the charity's activities meet the Charity Commission guidance on public benefit.

ACHIEVEMENT AND PERFORMANCE

Charitable activities

COVID - 19

Croydon Mencap has taken action to mitigate and plan for various scenarios given the significant impact of Covid-19.

There has been, and continues to be, much guidance provided within the charity sector and Croydon Mencap ensured that it kept up to date with such guidance, conducted its own risk assessments and reviewed these each time the guidance changed.

Croydon Mencap utilised the Government Furlough Scheme to mitigate the financial impact of COVID-19.

Fortunately, prior to Covid, the Charity replaced its desk top computers with laptops and invested in Cloud storage and an upgraded IT security system which allowed staff to work away from their usual workplaces.

The provisions made to ensure the safety of members, staff and volunteers impacted on the plans the Board had made for Croydon Mencap prior to the commencement of the year. Ongoing dynamic appraisals of the changing situation, its impact upon members, staff and volunteers as well as the new opportunities presented, enabled Croydon Mencap to safely maintain a high level of service provision and undertake development activities.

(a) Clubs @ Leslie Park

Due to Covid restrictions the premises from which Clubs @ Leslie Park operates had been closed prior to the commencement of the financial year covered by this review. Support activities continued to be provided via an innovative range of on-line and 1 to 1 socially distanced activities. i.e., meeting members at their homes and then accompanying them on a walk in a local park; setting up a table in the members garden and playing board or card games, art activities etc. In addition, key workers made regular phone calls to members and their carers to maintain contact and ensure their welfare.

Where required we were able to provide electronic wi-fi connected tablets for members to use at home so that they could access Zoom sessions and the range of instructional and fun videos that we posted on our own newly created YouTube Channel.

Members engaged remotely with additional projects over this period including; a fundraising walk inspired by Captain Tom, raising money for NHS charities and the Covid effort; staff vs. members challenges; producing a "Feel Better" recipe book full of recipes contributed from members. Members also participated in a ' Round the World Challenge' which supported members to take part in physical activity and a virtual journey around the world while doing so.

As restrictions lifted we welcomed small groups of members, known as bubbles, back to the centre whilst continuing on-line and telephone support. During this time, members took part in a series of craft competitions, made a time capsule, launched a food bank appeal and took on additional responsibilities at Leslie Park in areas such as recycling and IT.

As the premises were vacant throughout the summer months the Board used this time to engage builders to extensively refurbish and introduce new facilities into Leslie Park, notably a training kitchen, full wi-fi coverage, new fire and intruder detection system and an interactive white board. Members were involved in deciding the new décor.

It is expected that post Covid, Leslie Park will continue to provide a community base for many of Croydon Mencap's Activity Clubs which include dance, drama, singing, boccia, pamper sessions, health and relationship workshops, sailing, arts and crafts, tennis, indoor bowling and golf to name but a few.

(b) Representation

Croydon Mencap represents people with learning disabilities by participating in strategic planning meetings with the local authority and health service. Meetings include, The Learning Disability Partnership Board, The Autism Partnership Board, Providers Forum, Safeguarding Adults Board - Croydon Council, Learning Disability Forum, Subgroups of the Partnership Boards, the Carers Partnership and other ad hoc meetings.

Croydon Mencap also participated in Hate Crime Week, Purple Tuesday and Carers Week activities. As a Mencap Network Partner we have worked locally to support the 'Treat Me Well' campaign to raise awareness of the need to make 'reasonable adjustments' in health settings to make them more accessible and welcoming to people with learning disabilities. We have worked very closely with Croydon University Hospital during this campaign and provide workshops on this at the quarterly health staff training days.

(c) Looking Forward Group
This group comprises of people with learning disabilities and considers issues that are relevant not just to themselves but all Croydon residents that have a learning disability, and where merited, refers these to the Board of Trustees for information or action as appropriate.

(d) Down with It!!!
Formally launched by the Mayor of Croydon in 2019, this parent led Down Syndrome support group and associated playgroup decided to operate independently of Croydon Mencap as it felt it would be better placed to pursue its campaigning activities as an independent organisation.

(e) Chill and Chat
Due to COVID restrictions we were unable to run face to face groups this year. Instead, extensive telephone support was made available and a once a week on-line (Zoom) meeting was held. Through these means the group continued to provide support, advice and friendship by enabling opportunities for parents and carers to make new friends, share experiences and provide mutual support.

(f) Croydon Mencap Support Service
Although the funding from the contract with Croydon Council to provide Carers Assessments ended on 31st March 2020 we continued the service for a further three months to finalise assessment reports and provide assurance to carers, particularly those that were impacted with extra caring responsibilities due to Covid.

Staff time released from servicing this contract has enabled a greater amount of supported casework to be provided for carers. Thanks to ongoing funding from a Service Level Agreement (SLA) with Croydon Council's SLA, we were also able to provide specialised welfare benefits support for carers of adults with learning disabilities.

Following the mobilisation, a new three-year Carers' Support Partnership contract, delivered in partnership with the Carers' Information Service and Mind in Croydon, Croydon Mencap members received an information pack detailing who they could go to for different areas of support including welfare benefits, access to social care and emotional support.

Throughout this year, our Support Service has operated remotely, and the team have ensured that support for carers and people with a learning disability has continued at an undiminished level over the phone and online. Many carers needed additional emotional support throughout the Covid lockdowns as stress and pressures at home had hugely increased.

We organised several online social events including "Name that song," "Desert Island Discs" and a weekly "Elevenses" session offering carers the opportunity to come together over zoom to catch up, offer each other peer support and bring common issues to Croydon Mencap staff to inform colleagues in Croydon Social Care. These sessions became increasingly popular over the year with carers reporting that these sessions had become the highlight of their week.

New marketing and a new programme of events including workshops on welfare benefits were publicised with sessions planned to run over the next year. This calendar of events was based on survey feedback from carers and areas the team understood to be particularly challenging for carers.

When Covid restrictions allowed, the team offered 1:1 face to face support sessions for carers who felt they needed further contact.

(g) Monday Evening Social Club and bimonthly **'Just for Us' Discos**
Shortly after we moved the Club to its new home at the newly opened New Addington Leisure Centre (the adjacent Community Centre that had housed the Club for many years was closed prior to demolition), we had to cease running the Club as the Leisure Centre closed due to Covid restrictions. The majority of Club members reside in Residential Homes or Supported Living from where they would have required support from the staff of those services to access an online Club. Initially, we did not find sufficient support to make an online Club viable so reverted to telephone support to those members that wished to participate. Some of the staff were furloughed for a period. As lockdowns continued, and the online skills of members and their support staff progressed, we furloughed Monday Club staff team to run a virtual club over zoom; this became very popular.

At the end of the year, as restrictions were relaxed and the leisure centre was re-opened, the Club was restarted for a small number of members to allow for social distancing with the ambition to open fully when restrictions were further relaxed.

Due to social distancing requirements, we were unable to run Just for Us Disco's during this year.

(h) Saturday Club
Prior to closing the Club in March 2020, due to Covid, the Club was held on the first and third Saturday of each month at our Leslie Park premises. Being close to the shops in central Croydon it is convenient for parents to leave their son /daughter there to enjoy time with their friends whilst they enjoy a few hours to shop. Whilst the Club was unable to meet face to face, the staff team provided an online Club which was well supported.

As restrictions lifted we opened the Club every Saturday but for only half the number of members. This meant they still attended the Club for their usual two Saturdays a month but in smaller groups so social distancing could be maintained.

(i) Volunteering Buddies
Supported Volunteering Buddies - delivered in partnership with Croydon Voluntary Action.

Our new Croydon Community Fund service Volunteering Buddies was scheduled to be launched 1st April 2020. With efforts required elsewhere due to the pandemic, this launch was delayed slightly until June 2020 and planned delivery was amended to allow for restrictions that did not permit face-to-face meetings.

This service has been delivered in partnership with Croydon Voluntary Action who recruit and train unpaid buddy mentors who support volunteers with a learning disability into local volunteering placements. Several lockdowns over the past year have meant that volunteers have met their buddies and come together as a group over zoom with a focus on supporting emotional well-being during the pandemic.

Following the easing of restrictions, volunteers and buddies have attended group walking sessions run by Croydon Mencap to meet face-to-face and were also able to volunteer in a group setting at various local community gardens. These volunteering tasks have given many supported volunteers the opportunity to develop their skills and feel a valued part of their local community.

When restrictions continue to ease we will be able to meet with supported volunteers and secure long-term placements that will enable them to contribute their time and skills to their local communities.

(j) Active Lives
This service was started in 2019 to provide a range of supported activities in the evenings and weekends enabling people with learning disabilities to enjoy a range of activities and community facilities that would otherwise not be accessible to them. As Active Lives is primarily run in a range of community facilities the service was suspended in March 2020 due to COVID-19. Tragically the manager of this service Yvonne Pennant-Taylor become ill, did not recover and was taken from us, an early victim of COVID-19. The Active Lives service was not run during the year, but we were able to provide some weekend activities in the form of a Walking Club.

(k) Strictly Come Walking
Funded by Sports England via the Royal Mencap Society, this project, named by our members launched in December 2020. This service brought people with a learning disability and their carers together in a different Croydon park each weekend. As we were still facing lockdown restrictions, these walking groups offered vital opportunities for members to socialise and keep fit in a Covid-secure way. Between sessions, members were encouraged to take on a walking challenge to see how many steps we could collectively reach. Together we walked 2 million steps and members received a prize to acknowledge their efforts. Next year we hope to combine walking sessions with community activity sessions to support people back into physical exercise in the community, post-Covid.

(l) The partnership with Willow Learning for Life
Croydon Mencap has supported Willow Learning for Life since it was formed. It is an independent charity that over the year regularly supported 31 Croydon residents that have a learning disability.

Croydon Mencap supports Willow Learning for Life by providing, free of charge, administrative support and space to meet at Portland House on two days a week during term time. This partnership has extended the availability of training and personal development opportunities for adults with learning disabilities in the Borough.

Over the year, due to Covid restrictions, they offered a blended provision, running 72 zoom group sessions, 24 1-1 zoom sessions, 62 face to face sessions at Portland House and 74 outdoor sessions in local parks.

Willow Learning for Life have partnered with Croydon Mencap to help us run the 'Treat me Well' campaign and advise the Croydon Health Learning Disability Team about how to improve the Croydon Learning Disability Health Strategy. Their members have also made two videos to help health care staff understand the needs of people with learning disabilities.

(m) Parents in Partnership @ Croydon Mencap
Since it was established in 1992, Parents in Partnership (PiP) has supported parents and carers of children with a range of disabilities. In common with the financial pressures experienced by many Charities, its Board identified that PiP would have difficulties continuing to provide its services. Its Board therefore formally approached the Board of Croydon Mencap with a proposal that the staff and other assets of PiP transfer to the ownership and management of Croydon Mencap. Due diligence checks were conducted after which the Board of Croydon Mencap agreed to PiP's request.

During the course of the financial year ending 31st March 2021 Croydon Mencap's Memorandum and Articles of Association were reviewed and subsequently changed at a Special General Meeting held on 29th March 2021. This enabled Croydon Mencap to provide additional services, specifically those that were previously provided by PiP. PiP ceased to trade at Midnight at 31st March 2021 and its assets were formally transferred to Croydon Mencap with all of the PiP staff.

(m) Croydon Mencap as an Employer
Croydon Mencap greatly values the contribution of its staff and strives to ensure the Croydon Mencap is a favoured place to work. During the year Croydon Mencap achieved accreditation as a ' Croydon Good Employer' and as a 'Disability Confident Employer'. We also maintained our accreditation as a 'London Living Wage Employer'

(o) Croydon Mencap Premises Review
Croydon Mencap operates from two premises, Portland House and Leslie Park, the lease of Portland House was renewed for a further 10 years in December 2019, the lease of Leslie Park was renewed for a further 6 years in December 2020.

In anticipation of the expiry of the Leslie Park lease the Board established a small Task Group to consider;

i) If it would be viable for the operations at Leslie Park to be provided from Portland House, thus saving on the lease costs of Leslie Park
ii) The decorating and repair costs of both premises
iii) The costs of extending the lease and refurbishing Leslie Park to make it fit for purpose for a further 5 to 10 years.

The Task Group reported to the Board in April 2020 with a recommendation that Leslie Park be refurbished. This was carried out during the summer months of 2020. Also, that funding be provided for the part redecoration and running repairs required at Portland House.

(p) Portland House
Prior to Covid, Portland House was a very vibrant, happening space, serving the needs of its local community and the wider population of people with learning disabilities. In addition to serving as our Head Office and as place for us to hold our Carers Forums, Learning Disability Forums etc., it serves as an office for Croydon People First, another 'not for profit' organisation that supports people with learning disabilities. We also let the ground meeting room to other organisations and community groups for occasional meetings.

The play facilities, including the outside play area with its safety surface, was until Covid used extensively by Croydon Council's 'Play and Time Out' (PAT) Scheme on Saturdays and during school holidays to provide for children with disabilities, whilst during term time Selhurst Early Years used the facilities to run a playgroup one morning a week. As these groups were no longer able to run due to the restrictions this led to a loss of Income. Rent received was £7,464 a reduction of £5,426 from the previous year (as per note 3 in the Accounts under Other Trading Activities).

On two days a week 'Willow Learning for Life' provide training courses and other activities for adults with learning disabilities.

(q) Volunteers
Prior to Covid, volunteers contributed significantly to the work of the charity by sharing their skills, experience, ideas and time. Volunteers that helped to provide refreshments at the Monday Club as well as assisting members to partake in activities, helped to organise social events and outings and supported people with learning disabilities to develop their learning and partake in the Clubs @ Leslie Park, all found themselves without roles this year.

However, new volunteers were recruited as Volunteering Buddies and others to support Strictly Come Walking. Our Trustees are also volunteers and adapted to holding Board and other meetings via Zoom.

(r) Accessible Information
We have continued to promote and endeavoured to educate professional colleagues about the requirements of the Accessible Information Act 2016. Within our own organisation we built on the achievements of previous years to make even more information provided by Croydon Mencap accessible to people with learning disabilities.

We have achieved this by adopting the FS Mencap font as standard and by producing a range of easy read documents so that people with learning disabilities can access the information required to make informed decisions. We are conscious that our website needs to be more accessible and plan to replace our current website next year.

FINANCIAL REVIEW

Financial position

The statement of financial activities shows a net deficit for the year of £13k, compared to a net deficit of £75k in the previous year.

The charity has maintained its commitment to a core programme of support in the learning disability community of Croydon and has continued to operate a range of clubs and programmes throughout the year. Charitable spend was £563k, which decreased by 1% compared to the prior year. The decrease is primarily attributable to lower transport, premises and activity costs as a result of Covid-19.

Total income at £549k is 11% higher than in the previous year largely due to an increase in the number of grants awarded at the start of the year e.g. Volunteering Buddies, Carer's Support services and Strictly Come Walking. Income from other sources, including rental income from allowing other local not for profits to use the Croydon Mencap premises, was lower than the prior year due to the impact of Covid-19.

A significant proportion (82%) of income generated in the year was through grants made by the London Borough of Croydon to support charitable programmes (including Leslie Park activities and carer support and advice). 3% of income was generated through donations, an area the charity continues to look to grow.

The year-end reserves balance continues to be healthy at £817k. The Trustees and staff are committed to utilising these funds to develop the charity's programme of charitable activities to address the greatest needs of Croydon's learning disability community, while ensuring financial sustainability in a challenging funding environment, and note that a number of key objectives have now been achieved or set in motion for completion in the next financial year as referenced in this report.

Investment policy and objectives

The trustees, having regard to the liquidity requirements of operating the charity, have kept available funds in a number of short term interest-bearing deposit accounts and seek to achieve as high a rate of return on deposit as possible.

At the year end, total investment income was £5,981 (2019/20: £7,732).

Reserves policy

The charity seeks to maintain an unrestricted reserve at all times of 6 months of the anticipated future expenditure of the charity under free reserves. This allows for staff and volunteers to be assured of a reasonable continuity of the operation and their services.

The amount of reserves required to achieve this has been calculated at £340,400, which has increased by £54,102 (19%) from the prior year. This has been disclosed separately as the operating reserve as shown on the balance sheet and Note 19 to the financial statements. This amount is considered sufficient to cover the level of reserves required by the reserves policy of the charity.

The Trustees may choose to set aside funds in a designated reserve for on-going/future projects, to ensure financial viability for the life of the project.

The level of reserves is reviewed on a quarterly basis by the trustees, while the reserves policy is reviewed yearly and are considered appropriate for the level of operations.

At the end of the financial year total funds were £796,304 of unrestricted funds.

FUTURE DEVELOPMENTS

There are two significant external risks to be faced by Croydon Mencap in the 2021 / 2022 financial year:

1) Covid- 19

a) The ongoing risks associated with the Coronavirus Outbreak and new variants impacting the health of people with learning disabilities, their families and carers, staff and volunteers. The potential impact this has on our ability to deliver services and the resulting loss of income

.

b) We expect that where possible staff will continue to work from home whilst spending at least part of their working week in the office to promote team working and the merger of former PiP staff with their new Croydon Mencap colleagues.

2) Croydon Council - Sect 114 Notices

During the winter of 2021 Croydon Council issued not one but two Section 114 notices. These are statutory notices issued by a local authority when it identifies that it is unable to balance its budget. Whilst the Council has taken steps to balance its budget and is no longer subject to a 114 notice, it has been very clear that significant reductions in expenditure have to be made. We have witnessed many staff that had a good knowledge of Croydon Mencap and its work leave the employment of the Council and experienced challenges in receiving grant and other payments in a timely fashion. Croydon Mencap has a number of funding agreements and contracts with Croydon Council to provide services. We might expect requests to reduce funding from current agreements and contracts.

Merging Parents in Partnership and Croydon Mencap

In additional to dealing with external challenges, the transfer of PiP staff and assets to Croydon Mencap brings new resources, opportunities but also the challenge of merging two established organisations. This will require planning, management time and the good will of staff and members to amalgamate two cultures, administration systems and working practices as well as the combining of databases, websites and social media platforms, in addition to good, timely and ongoing communication with parents / carers of children with disabilities, colleagues in Croydon Children's Social Care, Health and the wider voluntary sector.

Three Year Strategy

Croydon Mencap has a three-year strategy and investment plan that will conclude in 2022, the Board intends to progress this strategy and plan as far as it is safe to do so.

From challenges and opportunities identified above, the main things the Board has to consider are:

1. Covid -19 Impact on beneficiaries, staff, volunteers - safeguarding their health, and well-being, including emotional health. So that these factors are regularly considered the Board will maintain a Risk Register, require staff to undertake regular risk assessments and remain acquainted with prevailing statute, guidance and advice provided by the Government, Public H ealth and other relevant bodies.

2. Funding - in merging with PiP we are more than doubling the number of contracts and funding agreements. The significant change in personnel at Croydon Council and new relationships with funding bodies Croydon Mencap has not previously worked with will entail time in establishing and building commissioner / provider relationships. Most contracts are subject to quarterly monitoring; improved systems to gather data and case studies will be required to ensure the quality of the monitoring reports we will need to provide. To this end the Board will commission a new database.

3. Good communication - We need to bring together two websites in order to provide a resource of relevant and up to date news and information about the Charity. To achieve this the Board will commission an experienced and expert website designer to pro duce a new accessible website.

4. Diversifying funding streams - the new contracts and agreements referred to above help us in our goal to diversify income streams. Given the pressures on Council finances and our current heavy reliance on this funding stream we need to diversify the sources of inc ome. To aid this the Board will appoint a professional fund raiser.

5. Learning from Covid - We will learn from the experience of providing safe services throughout a global pandemic and put these lessons into practice, utilising on-line delivery where appropriate.

Provision of Services
With due thought and in line with prevailing advice from the Government and where it is safe to do, in the next 12 months to 31st March 2022 the Board will provide the following services:

Clubs @ Leslie Park
The Monday Night Social Club
The Saturday Club
The Carers Support Service
Volunteering Buddies
Chill & Chat
The Learning Disability Forum
The Treat Me Well Campaign
Strictly Come Walking
The Looking Forward Group

The Board will introduce the following new services of which the first three will be a continuation of services formerly provided by PiP:

PiP @ Croydon Mencap
Support for the Croydon Family Forum
Transition Support Services

Additionally:

The Board will also provide a new service through training staff and experienced parents to deliver regular Early Positive Approaches to Support (EPAtS) Courses (a new family carers support programme developed by the Tizard Centre).

The Board will explore new ways of supporting people with learning disabilities by seeking a partnership with Royal Mencap Society to provide funding, staff and expertise to run an Asset Based Community Development (ABCD) Project.

The Board will pursue Advice Quality Standards (AQS) accreditation - the quality standard for providers of general advice services in the areas of social, Welfare and public law.

The Board will review its current three-year strategy and investment plan and consider its next period of development.

STRUCTURE, GOVERNANCE AND MANAGEMENT
Governing document
The organisation was founded under a Memorandum of Association that established the objects and powers of the organisation. It is controlled by its governing document, the Memorandum and Articles of association, last amended on the 29th March 2021 and is constituted as a limited company, limited by guarantee, as defined by the Companies Act 2006.

The charity is governed by the board of directors, who are also Trustees which has a number of scheduled meetings each year and is made up of up to eleven trustees. The trustees are elected at the Annual General Meeting by the membership, although the board also has the power to co-opt trustees during the year.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Recruitment and appointment of new trustees

Board members are recruited via advertising on Charity Jobs, our newsletter, word of mouth and appeals generally, especially when a specific role such as that of Treasurer is required.

All prospective board members are invited to discuss the work of the charity with the Chair and Chief Executive and to ask any questions relating to the organisation and their role and responsibilities within it.

All Board members are encouraged to join one of the Board's task focused working groups, thereby extending their involvement and developing their knowledge and understanding of the issues affecting the day-to-day operations and challenges.

All Board members are elected at the Annual General Meeting by the membership.

Organisational structure and Pay policy for senior staff

The Articles of Association govern Croydon Mencap. The organisation is managed by a Board of Directors who are also Trustees. Working groups made up of a few members of the Board, are tasked by the Board for a specific, time limited purpose and report back to the Board as necessary. Decisions on policy and financial matters and other issues, which will have a significant effect on the organisation, are taken to the main board to be discussed and ratified. The Chief Executive, in liaison with the Chair or Deputy, manage operational and day to day issues. The financial controls in place are appropriate to the size of the administrative staff.

The services of Peninsula for HR continue to provide advice and relevant information on all HR issues. During the year Peninsula was also engaged to support our implementation of Health and Safety legislation, carrying out an audit and producing an action plan for Croydon Mencap. Croydon Mencap have contracted with them to provide information, advice and the necessary knowledge to ensure that Croydon Mencap is compliant with all aspects of Health and Safety legislation.

Pay policy for senior staff

The Board of Directors comprises the Trust's trustees, while the key management personnel of the charity are those in charge of directing and controlling, running and operating the Trust on a day-to-day basis.

All directors give of their time freely and no director received remuneration in the year. Details of directors' expenses and related party transactions are disclosed in note 11 to the accounts.

The pay of the senior staff is reviewed annually and normally increased in accordance with average earnings.

Induction and training of new trustees

Persons wishing to join the Board of Directors/Trustees will be provided with information about the charity and attend an interview with the Chair and Chief Executive of the Board. They will also be given the latest Annual Review and Annual Report and Financial Statements, plus the Memorandum and Articles of Association, structure of the organisation and an overview of the way in which the organisation works, as well as publications by the Charity Commission on the role of a trustee and good governance.

All Board Members are elected at the Annual General Meeting by the membership, although they may attend as a co-opted member prior to an AGM being held. Anyone may stand provided that they are a member of Croydon Mencap and can comply with the Charity Commission requirements of their status.

Wider network

Croydon Mencap is the largest voluntary group working in the field of learning disability in Croydon. Croydon Mencap is an autonomous organisation and has its own board. It is affiliated to the national body, Royal Mencap Society and subscribes to the same core values.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Related parties

Currently, the Chief Executive/Company Secretary chairs a Learning Disability Forum meeting, which brings together both statutory and voluntary groups alongside users of services, parents and carers in discussions around the provision of and planning for future services. Croydon Mencap also works alongside the local authority in some of its projects and the Chief Executive attends meetings at strategic planning level. Other staff members attend meetings concerned with safeguarding adults and carers' services.

Risk management

The Trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error. A subgroup of the Board has produced a Risk Register which was discussed by the Board, and actions are planned to further mitigate the identified risks where possible.

Several of the key risks identified through this process related to the financial structure of the charity; while there is currently a healthy reserves balance that can fund an operating deficit, it is important that these funds are used strategically and that the charity's programmes are sustainable in the long term. In addition, it was identified that there is a need to diversify income so as to have less reliance on one key funder (being Croydon Council).

It was also identified that the charity's relevance within the learning disability community is key to its success, and that actions are required to ensure Croydon Mencap represents this community and offers it the services and support it needs.

The Trustees recognise that the Charity is very fortunate to employ committed, qualified and experienced staff. The Board looks to retain these staff wherever possible.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
03628599 (England and Wales)

Registered Charity number
1073063

Registered office
Portland House
678 London Road
Thornton Heath
Surrey
CR7 7HU

Trustees
J W Kiamtia-Cooper (Chair)
L Honeysett (resigned 28/4/2020)
T J Flood
A C Rackett
J W H Rowe (resigned 10/12/2020)
D L Congdon
R Wragg (resigned 10/12/2020)
A L Pollard-Creatura
F Hayat
S M J Dunk (Treasurer) (appointed 28/4/2020)
K R Oakhill (appointed 28/7/2020)
A L Simpson (appointed 28/7/2020)
Ms P Holmes (appointed 27/4/2021)

Company Secretary
A Avis

REFERENCE AND ADMINISTRATIVE DETAILS

Senior Statutory Auditor
Mark Partridge FCA BSc

Auditors
Chariot House Limited
Chartered Accountants
44 Grand Parade
Brighton
East Sussex
BN2 9QA

Bankers
CAF Bank Ltd
25 Kings Hill Avenue
Kings Hill
Kent
ME19 4JQ

Close Brothers Ltd
10 Crown Place
London
EC2A 4FT

National Westminster Bank Plc
111 South End
Surrey
CR9 1ZY

EVENTS SINCE THE END OF THE YEAR

Information relating to events since the end of the year is given in the notes to the financial statements.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Croydon Mencap for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

STATEMENT OF TRUSTEES' RESPONSIBILITIES - continued
In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

AUDITORS
The auditors, Chariot House Limited, have expressed their willingness to continue in this capacity and will be proposed for re-appointment at the forthcoming Annual General Meeting.

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

Approved by order of the board of trustees on 18.11.21 and signed on its behalf by:

.....
J W Kiamtia-Cooper - Trustee

Opinion

We have audited the financial statements of Croydon Mencap (the 'charitable company') for the year ended 31 March 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2021 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and the provisions available for small entities, in the circumstances set out in note 22 to the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other information

The 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 Report of the Independent Auditors 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 this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

Responsibilities of trustees

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

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

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors 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 designed procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. In identifying and assessing risks of material misstatement in respect of irregularities, including fraud, the engagement team:

- gained an understanding of the legal and regulatory framework applicable to the charity and the industry in which it operates, and considered the risk of acts by the company that were contrary to applicable laws and regulations, including fraud.

- designed audit procedures to respond to the risk, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

- communicated directly with those charged with governance to obtain their views on the potential for fraud or irregularity within the charity and how this is managed.

- carried out substantive testing on income and expenditure.

- re-performed reconciliations of control accounts, and recalculated items such as depreciation.

- discussed with the charity, its compliance with laws, regulations and any statutory requirements.

We focussed on laws and regulations which could give rise to a material misstatement in the financial statements, including, but not limited to, the Companies Act 2006 and UK tax legislation. Our tests included agreeing the financial statement disclosures to underlying supporting documentation, enquiries with management and enquiries of legal counsel when considered necessary. There are inherent limitations in the audit procedures described above and, the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it.

We did not identify any key audit matters relating to irregularities, including fraud. As in all our audits, we also addressed the risk of management override of internal controls, including testing journals and evaluating whether there was evidence of bias by the directors that represented a risk of material misstatement due to fraud.

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. This description forms part of our Report of the Independent Auditors.

Use of our report

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

Mark Partridge FCA BSc (Senior Statutory Auditor)
for and on behalf of Chariot House Limited
Chartered Accountants
44 Grand Parade
Brighton
East Sussex
BN2 9QA

Date: 18/11/21

CROYDON MENCAP

STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2021

	Notes	Unrestricted funds £	Restricted funds £	2021 Total funds £	2020 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	15,426	-	15,426	9,811
Charitable activities	5				
Direct charitable activities		371,350	134,775	506,125	461,711
Other trading activities	3	7,464	-	7,464	13,890
Investment income	4	5,981	-	5,981	7,732
Other income	6	14,401	-	14,401	-
Total		414,622	134,775	549,397	493,144
EXPENDITURE ON					
Charitable activities	7				
Direct charitable activities		325,925	113,993	439,918	390,192
Governance costs		13,638	-	13,638	66,443
Support costs		109,121	-	109,121	111,147
Total		448,684	113,993	562,677	567,782
NET INCOME/(EXPENDITURE)		(34,062)	20,782	(13,280)	(74,638)
RECONCILIATION OF FUNDS					
Total funds brought forward		830,366	-	830,366	905,004
TOTAL FUNDS CARRIED FORWARD		796,304	20,782	817,086	830,366

The notes form part of these financial statements

BALANCE SHEET
31 MARCH 2021

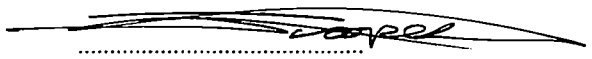
	Notes	Unrestricted funds £	Restricted funds £	2021 Total funds £	2020 Total funds £
FIXED ASSETS					
Tangible assets	14	95,322	-	95,322	14,810
CURRENT ASSETS					
Debtors	15	30,243	-	30,243	47,246
Investments	16	442,159	-	442,159	436,451
Cash at bank and in hand		246,288	20,782	267,070	351,256
		718,690	20,782	739,472	834,953
CREDITORS					
Amounts falling due within one year	17	(17,708)	-	(17,708)	(19,397)
NET CURRENT ASSETS		700,982	20,782	721,764	815,556
TOTAL ASSETS LESS CURRENT LIABILITIES		796,304	20,782	817,086	830,366
NET ASSETS		796,304	20,782	817,086	830,366
FUNDS	19				
Unrestricted funds:					
General fund				454,904	544,068
Operating reserves				340,400	286,298
Designated fund - delapidations				1,000	-
				796,304	830,366
Restricted funds:					
Carer's Support				1,356	-
Volunteer buddies				5,555	-
Active Lives - Strictly Come Walking				6,336	-
Leslie Park - Round the World Challenge				385	-
Leslie Park - Treat Me Well				1,150	-
PiP - EPAts Delivery				3,300	-
Let's Get Digital				2,700	-
				20,782	-
TOTAL FUNDS				817,086	830,366

The notes form part of these financial statements

continued...

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

The financial statements were approved by the Board of Trustees and authorised for issue on ...18.11.21..... and were signed on its behalf by:



.....
J W Kiamtia-Cooper - Trustee

The notes form part of these financial statements

CROYDON MENCAP

CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2021

	Notes	2021 £	2020 £
Cash flows from operating activities			
Cash generated from operations	1	5,755	(56,757)
Net cash provided by/(used in) operating activities		5,755	(56,757)
Cash flows from investing activities			
Purchase of tangible fixed assets		(96,923)	(3,913)
Sale of tangible fixed assets		1,001	-
Interest received		5,981	7,732
Net cash (used in)/provided by investing activities		(89,941)	3,819
Change in cash and cash equivalents in the reporting period		(84,186)	(52,938)
Cash and cash equivalents at the beginning of the reporting period		351,256	404,194
Cash and cash equivalents at the end of the reporting period		267,070	351,256

The notes form part of these financial statements

NOTES TO THE CASH FLOW STATEMENT FOR THE YEAR ENDED 31 MARCH 2021

1. RECONCILIATION OF NET EXPENDITURE TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2021 £	2020 £
Net expenditure for the reporting period (as per the Statement of Financial Activities)	(13,280)	(74,638)
Adjustments for:		
Depreciation charges	16,219	19,225
Profit on disposal of fixed assets	(809)	-
Interest received	(5,981)	(7,732)
(Increase)/ decrease in investments	(5,708)	(6,357)
Decrease in debtors	17,003	16,911
Decrease in creditors	(1,689)	(4,166)
Net cash provided by/(used in) operations	5,755	(56,757)

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1/4/20 £	Cash flow £	At 31/3/21 £
Net cash			
Cash at bank and in hand	351,256	(84,186)	267,070
	351,256	(84,186)	267,070
Liquid resources			
Deposits included in cash	-	-	-
Current asset investments	436,451	5,708	442,159
	436,451	5,708	442,159
Total	787,707	(78,478)	709,229

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The accounts are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future and on that basis the charity is considered to be a going concern.

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern. The trustees consider that the Covid-19 pandemic will not have a significant impact on the charity's core funding. The trustees regard any impact to be short term rather than affecting the charity's ability to continue as a going concern. There are no material uncertainties affecting the current year's accounts.

Income
General
All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants 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.

Voluntary income is received by way of donations and gifts and is included in full in the statement of activities when receivable.

Revenue grants are credited to the statement of financial activities when received or receivable whichever is earlier.

Where unconditional entitlement to grants receivable is dependent upon fulfilment of conditions within the charity's control, the incoming resources are recognised when there is sufficient evidence that conditions will be met.Where there is uncertainty as to whether the charity can meet such conditions the incoming resource is deferred.

Income generated from the supply of goods or services is included in the statement of financial activities in the period in which the supply is made.

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.

continued...

1. ACCOUNTING POLICIES - continued

Income
Donated services and facilities
Donated services or facilities are recognised as income when the charity has control over the item or receive the service, any conditions associated with the donated item have been met,the receipt of economic benefit from use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS102), volunteer time is not recognised so refer to the trustees' annual report for more information on their contribution.

On receipt, donated services and facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Expenditure
General
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

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

Allocation of support costs
Resources are allocated to the particular activity where the cost relates directly to that activity.

Support costs are the functions that assist the work of the charity but do not directly undertake charitable activities.

The overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned based upon the level of resource required to support each activity.

Governance costs are the costs related with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

Operating leases
Rental charges are charged on a straight line basis over the term of the lease.

Tangible fixed assets
Expenditure on fixed assets above the value of £500 are capitalised.

All fixed assets are initially recorded at cost. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Depreciation is provided at rates calculated to write down the cost of each asset less its residual value evenly over its estimated useful life on the following bases:

Fixtures and fittings	25% Straight line
Motor vehicles	20% Straight line
Leasehold improvements	Over terms of lease

continued...

1. ACCOUNTING POLICIES - continued

Taxation
The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK Corporation Tax purposes. Accordingly the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the .
trustees.

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Restricted capital funds are released on a yearly basis to unrestricted funds over the period of the lease held at the chanty's' registered office at Portland House, 678 London Road, Thornton Heath, Surrey, CR7 7HU.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits
The charity operates a defined contribution pension scheme, which all employees are eligible to join. The total amount of contributions recognised in the statement of financial activity are shown in note 9 and represent the employers contribution to the scheme or to employees personal pension schemes.

There were no outstanding or prepaid contributions at the balance sheet date and the charity has no liability under the scheme other than the payment of those contributions.

Investments
Current asset investments represent cash on deposit with a maturity of six months or more from the date of acquisition or opening of the deposit or similar account.

Cash at bank and in hand
Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Debtors
Trade and other debtors are recognised at the settlement amount due after any trade discount is offered.

Prepayments are valued at the amount prepaid net of any trade discounts due.

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.

continued...

1. ACCOUNTING POLICIES - continued

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 with the exception of bank loans which are subsequently measured at amortised cost using the effective interest rate method.

2. DONATIONS AND LEGACIES

	2021	2020
	£	£
Donations	14,250	8,238
Gift aid	383	472
Subscriptions	793	1,101
	15,426	9,811

3. OTHER TRADING ACTIVITIES

	2021	2020
	£	£
Rent received	7,464	13,890

4. INVESTMENT INCOME

	2021	2020
	£	£
Deposit account interest	5,981	7,732

5. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2021	2020
		£	£
Support and advice	Direct charitable activities	87,896	46,398
Leslie Park	Direct charitable activities	334,579	323,807
Older Carers	Direct charitable activities	-	34,830
Chill n chat	Direct charitable activities	13,830	5,652
Grants	Direct charitable activities	-	2,500
Outings and social clubs	Direct charitable activities	14,875	48,524
Volunteering Buddies	Direct charitable activities	35,570	-
Round the World	Direct charitable activities	2,225	-
Treat Me Well	Direct charitable activities	1,150	-
Strictly Come Walking	Direct charitable activities	10,000	-
Let's Get Digital	Direct charitable activities	2,700	-
PiP - EPAtS delivery	Direct charitable activities	3,300	-
		506,125	461,711

continued...

5. INCOME FROM CHARITABLE ACTIVITIES - continued

Grants received, included in the above, are as follows:

	2021	2020
	£	£
Croydon Communities Grant	-	2,500

6. OTHER INCOME

	2021	2020
	£	£
Gain on sale of tangible fixed assets	809	-
Furlough grant	13,592	-
	14,401	-

Other income includes government grants received for furlough claims made under the Coronavirus Job Retention Scheme of £13,592.

7. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 8)	Support costs (see note 9)	Totals
	£	£	£
Direct charitable activities	439,918	-	439,918
Governance costs	2,599	11,039	13,638
Support costs	109,121	-	109,121
	551,638	11,039	562,677

8. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2021	2020
	£	£
Staff costs	395,371	382,797
Professional fees	14,175	13,656
Premises costs	54,360	52,965
Insurance	5,526	5,208
Training costs	5,118	5,463
Repairs,maintenance and cleaning	5,325	13,862
Travel	6,155	19,819
Outings,trips and activity costs	4,429	21,923
Office costs	24,699	21,975
Newsletter	1,005	1,985
Trustees' meeting expenses	154	2,235
Other costs	19,017	3,766
Bank charges	85	383
Depreciation	16,219	19,225
	551,638	565,262

continued...

9. SUPPORT COSTS

	Governance costs
	£
Governance costs	11,039

Support costs, included in the above, are as follows:

Governance costs

	2021 Governance costs	2020 Total activities
	£	£
Auditors' remuneration	2,640	2,520
Legal & Professional fees	8,399	-
	11,039	2,520

10. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2021	2020
	£	£
Auditors' remuneration	2,640	2,520
Depreciation - owned assets	16,219	19,225
Surplus on disposal of fixed assets	(809)	-
Auditors' remuneration - other work (excluding VAT)	2,100	2,100
Operating lease rentals - land and buildings	45,541	44,978
Operating lease rentals - other	2,231	2,422

11. 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.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2021 nor for the year ended 31 March 2020.

continued...

12. STAFF COSTS

Staff costs during the year were as follows:

	Total 2021	Total 2020
	£	£
Wages and salaries	363,331	355,408
Social security costs	23,598	19,687
Pension costs	8,443	7,701
	385,372	382,796

Pension costs are allocated between restricted and unrestricted funds in proportion to the related staff costs incurred for each specific project.

The charity considers its key management personnel to be the trustees and the CEO.The total employee benefits including employers national insurance contributions and pension contributions was £48,683 (2020: £56,225).

The trustee have considered the level of holiday entitlement carried forward at the year end and have decided that it is not material. An accrual has therefore not been made.

The average monthly head count was 28 staff equating to 16 full time equivalent (2020: 28 staff) FTE 17).

As all staff are involved in delivering or enabling the delivery of charitable activities, all staff costs are included in Note 7 & Note 8 and are not allocated to support costs in Note 9.

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

	2021	2020
Charitable activities	12	13
Support	3	3
Governance	1	1
	16	17

No employees received emoluments in excess of £60,000.

13. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds	Restricted funds	Total funds
	£	£	£
INCOME AND ENDOWMENTS FROM			
Donations and legacies	9,811	-	9,811
Charitable activities			
Direct charitable activities	459,211	2,500	461,711
Other trading activities	13,890	-	13,890
Investment income	7,732	-	7,732
Total	490,644	2,500	493,144
EXPENDITURE ON			

continued...

13. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted funds £	Restricted funds £	Total funds £
Charitable activities			
Direct charitable activities	387,900	2,292	390,192
Governance costs	66,443	-	66,443
Support costs	111,147	-	111,147
Total	565,490	2,292	567,782
NET INCOME/(EXPENDITURE)	(74,846)	208	(74,638)
Transfers between funds	3,730	(3,730)	-
Net movement in funds	(71,116)	(3,522)	(74,638)
RECONCILIATION OF FUNDS			
Total funds brought forward	901,482	3,522	905,004
TOTAL FUNDS CARRIED FORWARD	830,366	-	830,366

14. TANGIBLE FIXED ASSETS

	Short leasehold £	Fixtures and fittings £	Totals £
COST			
At 1 April 2020	137,238	89,476	226,714
Additions	-	96,923	96,923
Disposals	-	(769)	(769)
At 31 March 2021	137,238	185,630	322,868
DEPRECIATION			
At 1 April 2020	137,238	74,666	211,904
Charge for year	-	16,219	16,219
Eliminated on disposal	-	(577)	(577)
At 31 March 2021	137,238	90,308	227,546
NET BOOK VALUE			
At 31 March 2021	-	95,322	95,322
At 31 March 2020	-	14,810	14,810

continued...

15. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	£
Trade debtors	9,933	13,016
Prepayments	16,600	9,940
Accrued income	3,710	24,290
	30,243	47,246

16. CURRENT ASSET INVESTMENTS

	2021	2020
	£	£
Close Brothers Treasury Deposit	442,159	436,451

17. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	£
Trade creditors	3,085	2,338
Social security and other taxes	9,170	9,872
Accrued expenses	5,453	7,187
	17,708	19,397

18. LEASING AGREEMENTS

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods:

	Land & Buildings	Other Leases	Total 2020	Total 2019
	£	£	£	£
Less than 1 year	46,160	2,231	48,391	37,890
2 - 5 years	128,000	5,900	133,900	16,194
Over 5 years	152,000	-	152,000	-
	326,160	8,131	334,291	54,084

continued...

19. MOVEMENT IN FUNDS

	At 1/4/20 £	Net movement in funds £	Transfers between funds £	At 31/3/21 £
Unrestricted funds				
General fund	544,068	(34,062)	(55,102)	454,904
Operating reserves	286,298	-	54,102	340,400
Designated fund - delapidations	-	-	1,000	1,000
	830,366	(34,062)	-	796,304
Restricted funds				
Carer's Support	-	1,356	-	1,356
Volunteer buddies	-	5,555	-	5,555
Active Lives - Strictly Come Walking	-	6,336	-	6,336
Leslie Park - Round the World Challenge	-	385	-	385
Leslie Park - Treat Me Well	-	1,150	-	1,150
PiP - EPAts Delivery	-	3,300	-	3,300
Let's Get Digital	-	2,700	-	2,700
	-	20,782	-	20,782
TOTAL FUNDS	830,366	(13,280)	-	817,086

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	414,622	(448,684)	(34,062)
Restricted funds			
Chill n Chat	13,830	(13,830)	-
Carer's Support	34,132	(32,776)	1,356
Welfare Rights	31,868	(31,868)	-
Volunteer buddies	35,569	(30,014)	5,555
Active Lives - Strictly Come Walking	10,000	(3,664)	6,336
Leslie Park - Round the World Challenge	2,226	(1,841)	385
Leslie Park - Treat Me Well	1,150	-	1,150
PiP - EPAts Delivery	3,300	-	3,300
Let's Get Digital	2,700	-	2,700
	134,775	(113,993)	20,782
TOTAL FUNDS	549,397	(562,677)	(13,280)

continued...

19. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1/4/19 £	Net movement in funds £	Transfers between funds £	At 31/3/20 £
Unrestricted funds				
General fund	649,687	(74,846)	(30,773)	544,068
Operating reserves	236,795	-	49,503	286,298
St Giles School social fund	15,000	-	(15,000)	-
	901,482	(74,846)	3,730	830,366
Restricted funds				
Capital fund	3,522	-	(3,522)	-
St Giles School	-	208	(208)	-
	3,522	208	(3,730)	-
TOTAL FUNDS	905,004	(74,638)	-	830,366

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	490,644	(565,490)	(74,846)
Restricted funds			
St Giles School	2,500	(2,292)	208
TOTAL FUNDS	493,144	(567,782)	(74,638)

Purposes of Restricted Funds.

Capital Funds.

This fund was to be used against the ongoing costs of the charity's' head office at London Road and has been offset over the period of the lease.

Income Funds.

Chill n Chat - is a free drop-in-service.
St Giles School - grant from Croydon Communities Fund.

Carer's Support - is a grant received from LB Croydon as part of the Carer's Support Partnership, and contributes to the salaries and running costs of providing support services for carers, welfare rights and our Chill & Chat service for parents of children with additional needs from birth to 5.

Volunteer Buddies - is a grant from LB Croydon's Outcomes Programme to fund the salary and running costs of our project supporti ng adults with learning disabilities to become volunteers.

continued...

19. MOVEMENT IN FUNDS - continued

Active Lives, Strictly Come Walking - is a grant from the Royal Mencap Society to fund the salaries of staff running our free walking groups for adults with learning disabilities.

Round The World Challenge - is a grant from the Royal Mencap Society funding activity costs to enable adults with learning disabilities to enjoy fun, physical activity challenges to help lead a healthy and active lifestyle.

Treat Me Well - is a grant from the Royal Mencap Society funding campaigning to transform how the NHS treats people wi th learning disabilities in hospitals.

EPAtS - is a grant from the Royal Mencap Society to deliver a parenting support programme called "Early Positive Approaches to Support".

Let's Get Digital - is a grant from the Royal Mencap Society to fund improvements to IT.

Purposes of Unrestricted Funds.

General Fund.
This fund represents the 'free reserves' after allowing for all designated funds.

Designated Funds.
Operating reserve fund - is held as a value sufficient, as a minimum, to cover six months' operating costs, major fluctuations in income from budget, contingencies for long-term commitments and any deficit on restricted reserves due to over commitment or payment on those projects.

20. OPERATING LEASE COMMITMENTS

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods:

	Land & Buildings	Other Leases	Total 2021	Total 2020
	£	£	£	£
Less than 1 year	52,520	2,231	54,751	48,391
2 - 5 years	210,080	3,669	213,749	133,900
Over 5 years	120,000	-	120,000	152,000
	382,600	5,900	388,500	334,291

21. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2021.

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22. FRC ETHICAL STANDARD - PROVISIONS AVAILABLE FOR SMALL ENTITIES

In common with many other businesses of our size and nature we use our auditors to prepare and submit returns to the tax authorities and assist with the preparation of the financial statements.

23. POST BALANCE SHEET EVENTS

On 1 April 2021, the charity merged with Parents in Partnership (PiP) and took over its activities, assets and reserves of £107,135.

24. LEGAL STATUS OF THE CHARITY

Croydon Mencap Limited is a charitable company, limited by guarantee, registered in England and Wales, and has no share capital.

No one member has overall control of the company.

In accordance with Clause 10 of the Memorandum of Association every member is liable to contribute a sum up to £1 in the event of the company being wound up. In the event of the company being wound up any assets remaining, after the satisfaction of all the company's debts and liabilities, shall be given or transferred to some other charitable institution or institutions having objects similar to the objects of the charity and which prohibit the distribution of its or their income and property among its members.

The company's registered number and registered office address can be found in the 'Legal and Administrative Information' section of the trustees annual report.