

# THE DISABILITY FOUNDATION LIMITED

England & Wales · Charity number 1076761

## Details

---

**Status** Registered

**Legal form** Charitable company

**Company number** [03705381](#)

**Registered** 1999-07-27

**Register** [View on the Charity Commission register](#)

## Contact

---

**Address** Parker Andrews Ltd  
Union Building  
51-59 Rose Lane  
Norwich  
NR1 1BY

**Phone** 01603284284

**Email** [LAURA.ALFS@PARKERANDREWS.CO.UK](mailto:LAURA.ALFS@PARKERANDREWS.CO.UK)

**Website** [HTTPS://WWW.PARKERANDREWS.CO.UK/](https://www.parkerandrews.co.uk/)

## Activities

---

**Objects:** THE RELIEF OF PERSONS SUFFERING FROM ANY DISABILITY BY PROVIDING ADVICE, GUIDANCE AND AND MORAL AND PRACTICAL SUPPORT FOR SUCH PERSONS AND FOR THEIR FAMILY, CARERS AND FRIENDS AND BY PROVIDING SUCH PERSONS WITH THERAPY (INCLUDING HYPERBARIC OXYGEN).

**Activities:** TDF offers help to all disabled people, their families & carers. The Charity offers subsidised therapies to disabled people and their carers

## Classification

---

- **How:** Provides Services
- **What:** The Advancement Of Health Or Saving Of Lives, Disability
- **Who:** Children/young People, Elderly/old People, People With Disabilities, Other Defined Groups

## Geography

- Throughout London

## Finances

Period end	Income	Expenditure	Assets	Employees
2025-02-28		-	-	-
2024-02-29	£175,045	£181,119	-	-
2023-02-28	£156,938	£178,153	-	-
2022-02-28	£83,032	£155,744	-	-
2021-02-28	£146,599	£136,866	-	-
2020-02-29	£218,049	£224,196	-	-

## Trustees

Name	Role	Appointed
<b>ROBIN GIBBONS</b>	Chair	
MICHELE FREEDMAN		
REBECCA LOWRIE		
Ruth Vickers		2014-06-23

**THE DISABILITY FOUNDATION LIMITED**

England & Wales - Charity number 1076761

---

# Accounts

---



**the disability foundation**  
the holistic health charity for every body

Registered charity No.1076761

# **Annual General Report**

**March  
2023 To  
February 2024**

## **THE DISABILITY FOUNDATION LIMITED**

### **CONTENTS OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 28 FEBRUARY 2023**

	<b>Page</b>
<b>Legal and Administrative Details</b>	1
<b>Report of the Chief Executive</b>	2 to 5
<b>Report of the Trustees</b>	6 to 8
<b>Independent Examiner's Report</b>	9
<b>Statement of Financial Activities</b>	10
<b>Balance Sheet</b>	11
<b>Notes to the Financial Statements</b>	12 to 17

## THE DISABILITY FOUNDATION LIMITED

### LEGAL AND ADMINISTRATIVE DETAILS

**Registered Company number**

03705381 (England and Wales)

**Registered Charity number**

1076761

**Registered office**

Louis Fleischmann Building  
Brockley Hill  
Stanmore  
Middlesex  
HA7 4LP

**Trustees**

Mr Robin Stephen Gibbons Consultant  
Ms Rebecca Lowrie Sex Educator  
Ms Ruth Vickers Retired  
Ms Michele Freedman Voluntary Fundraiser/consultant

**Independent Examiner**

Sanjay Anand  
Waterfords Europe Limited t/a Jon Avol Waterfords  
204 Field End Road  
Pinner  
Middlesex  
HA5 1RD

## CHIEF EXECUTIVE'S REPORT: MARCH 2023-FEBRUARY 2024

TDF is pleased to present the Annual Report and summarised Accounts for March 2023– February 2024.

In TDF's 25th anniversary year, our focus has continued on the theme of post covid rebuilding whilst at the same time increasing the support we can offer to meet demand. At our centre, we have finally been able to start offering new specialised wellbeing clinics such as the Scar Clinic and Carers Clinic. We have also continued to be a dedicated Harrow Warm Hub offering group movement and auricular acupuncture; in our Hub we also delivered community NHS Health Checks (Blood Pressure measurement, dietary advice, pulse check to detect atrial fibrillation, oxygen saturation check, diabetes risk assessment, weight management, dementia awareness, covid and flu jab vaccines and signposting to relevant pharmacy and GP) and distributed Warm Packs. Harrow Giving created a film showcasing our work in the Hub. From April 2023-October 2023 TDF undertook its first Home Visit Service pilot thanks to a Tesco Community Award. This was hugely successful and has given the charity the scope it needs to make this a permanent on-request service.

In our outreach and community partnership work, we resumed our hands on support work at the Regional Hyper Rehabilitation Unit at Northwick Park Hospital and we were pleased to provide support to the RNOH Nurses on Nurses Day. TDF also resumed its partnership with Harrow Care Homes, offering weekly hand massage/reflexology to residents. In January 2024 TDF teamed up with LAPIS (London Accessible Psychotherapy and Inclusive Supervision) to provide a new and comprehensive accessible psychotherapy service. LAPIS practitioners work in person weekly at our centre. Psychotherapy and counselling services are in growing demand but are becoming increasingly inaccessible due to waiting lists whilst private care is often unaffordable for those that need it most – TDF and LAPIS are able to provide the support that is not available or accessible elsewhere.

In December 2023 a volunteer film maker and a group of volunteers dedicated a weekend to making a new film about TDF which is available on all our Social Media channels. In January 2024 TDF carried out a "Room Refresh" and "Paint Project" thanks to a generous grant from the Screwfix Foundation. A team of local volunteers and supporters worked tirelessly over a 48 hour period one weekend to give TDF Therapy rooms a much needed update. There is still more to do whilst we await more funding.


TDF's team remains small but hugely dedicated. TDF provides an excellent range of wellbeing services to the people who need it most in spite of the challenges the organisation has faced post covid. TDF has very limited funding and so we are super proud of the support we continue to offer. We know how much our services are increasingly needed – every person that gets into contact with us has a different story, every person is treated as an individual and every person starts on a different wellbeing journey which, we hope, provides them with some respite, rehabilitation and relaxation . TDF continues to work hard to access funding and is looking to find new ways of fundraising so that we can offer even more support post pandemic. We look forward to the next year period and once again we thank everyone for their support and for being part of Team TDF.

Very best wishes

Julia Henry Lee



Sona Malde



Joint CEOs

# MONITORING AND EVALUATION

## THERAPY SERVICE

### Face to face therapies at TDF's centre

TDF's centre is now open from Monday – Friday between 9.45 a.m. till 5.15 p.m. New therapists have joined our team and we reopened Therapy Room 5 in January 2023, which means that more appointments have been made available to our service users.

There were a total of 3274 filled appointments in the centre from March 23 – February 24. This is an increase in the number of filled appointments as compared last year, when there were 2294 appointments. This shows that that clients were getting their confidence back to return to our centre for treatments.

### TDF's online services

TDF is still continuing to deliver online cranio-sacral therapy and counselling one to one sessions on Zoom. This service proved very valuable for members who desperately needed these therapies but were unable to leave their homes during lockdown and is still used by members unable to access the centre. TDF therapists delivered a total of 9 online appointments during March 23 – Feb 24.

## MEMBERSHIP

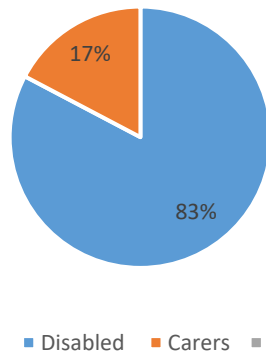
The total membership at the end of February 2024 was 272 and 58 new members joined the centre during the last financial year. These figures show a stable continued membership base and an increase in new members as compared to last year; our members are slowly returning to the centre for treatments and there is an increasing interest from new clients.

The most dominant age range of TDF's members is the 66-80 years age group (43%) and the second largest age group was the 51-65 years group (28%). Members over the age of 80 years made up 12% of TDF's total membership.

Females make up the majority of TDF members (74%) and 26% of members are men. This trend has been observed in the new members joining the centre. The majority of new members joining the centre were female (79%), with men making up 21% of new members. This same pattern has been observed in the previous years.

TDF's members are separated into three main groups disabled (temporary or permanent), carer (paid, unpaid, relative, NHS) or non disabled. TDF's main target groups are disabled people and carers and it is good to see that both these groups have the largest representation in the total membership (See Figure 1 below).

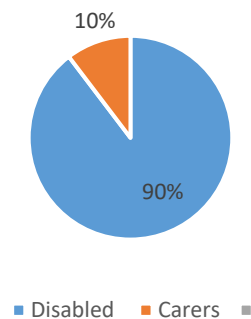
Fig 1 - Typology Breakdown of TDF's Current Membership



Within the group of carers, 43% of members were NHS staff. It is good that TDF is attracting NHS workers as most of them work at the RNOH where we are based. Our therapies could prevent injuries to staff, saving the NHS money through a decrease in long term sick leave.

As can be seen from Fig. 2 below, the majority (90%) of new members are disabled and 10% are carers.

Fig 2 - Typology Breakdown of TDF's New Members



As in the previous financial years, most of the new members joining the charity found out about us through word of mouth - through friends or family members. This means that the members already using the service are extremely happy with the therapies we offer as they are prepared to recommend us to others.

### COMMUNITY OUTREACH SERVICE

TDF was able to resume these services to Peace Hospice in Watford in July 2021. TDF therapists started visiting every Monday and Friday to provide therapies to both their in-patients and outpatients. TDF therapists treated 931 patients at Peace Hospice from March 23 – February 24.

TDF also resumed its services on RNOH wards in January 2022. TDF therapists visit the Duke of Gloucester ward on a monthly basis and other wards like Private Ward as per demand. Apart from this, TDF therapists visit the Spinal Injury Unit in RNOH every fortnight to provide treatments such as facial massage, facial reflexology and facial threading to their female patients as part of their Pamper Parlour. A total of 311 treatments were delivered on RNOH wards during March 2023 – February 2024.

TDF continued its services to Harrow Care Homes and therapists have been visiting different care homes once every week and have delivered 435 reflexology and hand massage treatments over this financial year.

In July 2023, TDF was able to restart its weekly services on the Regional Hyper Acute Rehabilitation ward in Northwick Park Hospital. TDF therapists delivered 100 massage treatments to the long term patients on this ward from July 2023 – February 2024.

As part of its community outreach programme, TDF therapists offered mini treatments to carers from Harrow and Herts during National Carers week in June 2023.

Another major part of outreach activities consists of meeting and networking with RNOH, Aspire and local community groups with Barnet, Harrow and Herts. TDF outreach staff continually participate in various events in order to disseminate information about TDF and generate new clientele. This is in the form of mini treatment sessions, information stands and meetings with different groups.

The current focus is to strengthen and develop new links both within RNOH as well as outside in the boroughs of Harrow, Barnet and Herts. There have been lots of meetings and events with RNOH, which has helped TDF to inform people within the hospital about our own activities. Another regular feature of outreach within RNOH is the regular walkabouts to distribute leaflets throughout the hospital.

Types of outreach events conducted throughout the year-

- Stanmore Fayre – TDF staff and therapists attended the Stanmore Fayre event and delivered a total of 18 taster sessions.
- TDF also attended the RNOH diversity and inclusion event on 11th October, where TDF therapist gave 10 massage treatments.
- SRMD Centre, Bushey – TDF was invited for a presentation at SRMD Centre in Bushey (Shrimad Rajachandra Meditation Centre) during their Cuppa and Catch Up morning on 28th March, 11th April and 27th June 2023. TDF outreach staff Patricia and therapists Elena, Sonia and Kadambari attended these sessions and gave out leaflets and spoke about what TDF does. Elena also demonstrated how to do reiki on self. The participants at the session enjoyed the session and the demonstration.
- Outreach at MIND in Herts wellbeing centres – TDF therapists attended the Mind in HERTS Watford and Borehamwood wellbeing centres on 17th & 27th October and delivered massage treatments to the attendees.

## THE DISABILITY FOUNDATION LIMITED

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 29 FEBRUARY 2024

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 29 February 2024. 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).

#### OBJECTIVES AND ACTIVITIES

##### Objectives and aims

The Disability Foundation is a pan-disability organisation which exists to support adults, children, their families, carers and friends coping with disability and social disadvantage. We do this in a number of ways:

- Offering complementary therapies to members.
- Creating educational and awareness opportunities.
- Distributing Newsletters.
- Putting people in touch with local support networks.

#### ACHIEVEMENT AND PERFORMANCE

##### Charitable activities

##### Charitable activities

TDF's objectives over this year period was a continued commitment to building back our post covid service and support. Our services became increasingly busy from mid-summer 2023 and the upward trend has continued steadily whilst TDF worked hard to recruit new therapists because so many practitioners had to change industries and working patterns.

Other key achievements include the following:

- Celebrated 25th Anniversary year and launched a 25th Anniversary Go Fund Me page
- Continued as a designated Harrow Warm Hub
- Completed a 6 month Home Visit Pilot Project funded by Tesco Community Award
- Resumed our partnership with Northwick Park Regional Hyper Rehabilitation Unit
- Resumed our partnership with Harrow Care homes to deliver treatments to residents (funded by The Jean & Derek King Trust)
- Continued our support project with the Spinal Injury Unit at RNOH
- Undertook a room refresh and paint project funded by the Screwfix Foundation
- Created a new TDF Fundraising Film led by a volunteer film maker
- Created a TDF Sponsorship Sheet
- Started a new partnership with LAPIS (London Accessible Psychotherapy & Inclusive Supervision) to increase and improve access to counselling and psychotherapy support in the community
- Introduced 2 new specialist wellbeing clinics - The Scar Clinic at TDF and The Carers Clinic at TDF

##### Fundraising activities

Income has been generated via small scale events (41 Club Xmas collection), donations, membership, gift aid and several grants.

#### FINANCIAL REVIEW

##### Reserves policy

The Trustees strive to increase reserves where possible. The aim is to have sufficient reserves to cover a full year's overhead costs of the charity however this has been affected by the strains of the pandemic and cost of living crisis.

##### Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

## THE DISABILITY FOUNDATION LIMITED

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 29 FEBRUARY 2024

#### FUTURE PLANS

TDF continues re-focus on previous aims such as:

- Update Website
  
- Create a Team TDF Podcast
  
- Introduce more group sessions and small wellbeing events in TDF's Hub
  
- Re-launch our Online Service
  
- Improve member communication to include monitoring, evaluation with questionnaires, testimonials, videos, comment books, feedback forms (post therapy (PADBOT, MYMOP or MYCaW)
  
- Create a signature fundraiser - wellbeing day, open day
  
- London Marathon fundraiser
  
- Promote Outreach Partnerships and Projects and continue raise awareness of TDF locally
  
- Identify new funding streams and patrons
  
- Strengthen links with the NHS via social prescribers and CCGs
  
- Update TDF's IT system to Windows 10 as recommend by TDF's IT supplier
  
- Update TDF's phone system
  
- Improve TDF's literature to include a brochure or sponsorship document to target donors.
  
- Make counselling courses and end of life support available for all TDF staff plus a recommended reading list for therapists
  
- Continue to increase expertise on Advisory Board and Trustee Board

#### STRUCTURE, GOVERNANCE AND MANAGEMENT

##### Governing document

The Charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The Company is set up under its Memorandum and Articles of Association, registered as a Company Limited by Guarantee, registration number 03705381, and is registered with the Charity Commission under the Charities Act 2006, registration number 1076761.

The liability of the Trustees, being members of the charitable company, is limited. Every member of the Charity undertakes to contribute such amount as may be required (not exceeding £10) to the Charity's assets if it should be wound up while he or she is a member or within one year after he or she ceases to be a member, and of the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributories among themselves.

##### Recruitment and appointment of new trustees

The management of the charity is the responsibility of the Trustees who are elected and co-opted under the terms of the Articles of Association.

The number of trustees shall be not less than three but not subject to any maximum. One third of the trustees, who have been in office longest retire by rotation at the Annual General Meeting (AGM). Additional trustees can be appointed by recommendation of the existing trustees or by standing for election at the AGM.

##### Organisational structure

The Charity has a Board of Trustees that meet regularly. The Board makes final all operational decisions of the charity which are put forward by the senior management team. Day to day running of the charity is carried out by the Chief Executive Officer and the Deputy CEO's, together with a small team of support staff.

##### Induction and training of new trustees

All new trustees, once elected, are inducted by the CEO. All new trustees are handed the NCVO publication The Good Trustee Guide and a pack which contains important organisational policies and documents. All Trustees are encouraged to attend regular training courses made available through the NCVO, LVSC and other local voluntary support bodies such as VAHC, as well as utilise online resources for Trustees and attend networking opportunities. All trustees are also invited to meet the management team and other key staff.

**THE DISABILITY FOUNDATION LIMITED**

**REPORT OF THE TRUSTEES  
FOR THE YEAR ENDED 29 FEBRUARY 2024**

**REFERENCE AND ADMINISTRATIVE DETAILS**

**Registered Company number**  
03705381 (England and Wales)

**Registered Charity number**  
1076761

**Registered office**  
Louis Fleischmann Building  
Brockley Hill  
Stanmore  
Middlesex  
HA7 4LP

**Trustees**  
Mr Robin Stephen Gibbons Consultant  
Ms Rebecca Lowrie Sex Educator  
Ms Ruth Vickers Retired  
Ms Michele Freedman Voluntary Fundraiser/consultant

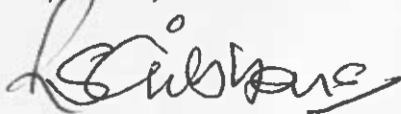
**Independent Examiner**  
Sanjay Anand  
Waterfords Europe Limited t/a Jon Avol Waterfords  
204 Field End Road  
Eastcote  
Middlesex  
HA5 1RD

**COMMENCEMENT OF ACTIVITIES**

The Disability Foundation was incorporated as a charitable company limited by guarantee on 1 February 1999. For the purposes of the Companies Act 2006 the Board of Trustees are regarded as Board of Directors of the company.

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 14 October 2024 and signed on its behalf by:



Mr Robin Stephen Gibbons - Trustee

## **INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF THE DISABILITY FOUNDATION LIMITED**

### **Independent examiner's report to the trustees of The Disability Foundation Limited ('the Company')**

I report to the charity trustees on my examination of the accounts of the Company for the year ended 29 February 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**

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.



Sanjay Anand  
The Association of Chartered Certified Accountants

Waterfords Europe Limited t/a Jon Avol Waterfords  
204 Field End Road  
Eastcote  
Middlesex  
HA5 1RD

Date: 15 October 2024

**THE DISABILITY FOUNDATION LIMITED**

**STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 29 FEBRUARY 2024**

	Notes	Unrestricted fund £	Restricted fund £	<b>29.2.24 Total funds £</b>	28.2.23 Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations and legacies		<b>157,547</b>	<b>10,000</b>	<b>167,547</b>	150,675
Other trading activities	3	<b>6,410</b>	-	<b>6,410</b>	5,445
Investment income	4	<b>1,088</b>	-	<b>1,088</b>	818
<b>Total</b>		<b><u>165,045</u></b>	<b><u>10,000</u></b>	<b><u>175,045</u></b>	<b><u>156,938</u></b>
<b>EXPENDITURE ON</b>					
Raising funds	5	<b>12,343</b>	-	<b>12,343</b>	14,833
<b>Charitable activities</b>					
Costs of generating donations and legacies		<b>91,519</b>	-	<b>91,519</b>	94,216
Expenditure on charitable activities		<b>77,257</b>	-	<b>77,257</b>	69,104
<b>Total</b>		<b><u>181,119</u></b>	<b><u>-</u></b>	<b><u>181,119</u></b>	<b><u>178,153</u></b>
<b>NET INCOME/(EXPENDITURE)</b>		<b>(16,074)</b>	<b>10,000</b>	<b>(6,074)</b>	(21,215)
<b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		<b>25,598</b>	-	<b>25,598</b>	46,812
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b><u>9,524</u></b>	<b><u>10,000</u></b>	<b><u>19,524</u></b>	<b><u>25,597</u></b>

Surplus and Deficit Account 968

Posting discrepancies were found in the reserve accounts listed below. This is because the brought forward postings in the current year are not equal to the figures carried forward by IRIS at the end of last year. Please check your postings in the brought forward account for the surplus and deficit account 968.

	Unrestricted funds £	<b>Total funds £</b>
Brought forward - 968/1	<b>25,598</b>	<b>25,598</b>
Carried forward	<b><u>25,597</u></b>	<b><u>25,597</u></b>
Difference	<b><u>(1)</u></b>	<b><u>(1)</u></b>

Post to relevant accounts (see ICHA chart of accounts for further details)

The notes form part of these financial statements

**THE DISABILITY FOUNDATION LIMITED**

**BALANCE SHEET  
29 FEBRUARY 2024**

	Notes	Unrestricted fund £	Restricted fund £	29.2.24 Total funds £	28.2.23 Total funds £
<b>CURRENT ASSETS</b>					
Debtors	10	5,034	-	5,034	2,766
Cash at bank and in hand		<u>56,624</u>	<u>10,000</u>	<u>66,624</u>	<u>76,702</u>
		61,658	10,000	71,658	79,468
<b>CREDITORS</b>					
Amounts falling due within one year	11	<u>(2,844)</u>	-	<u>(2,844)</u>	<u>(3,314)</u>
<b>NET CURRENT ASSETS</b>		<u>58,814</u>	<u>10,000</u>	<u>68,814</u>	<u>76,154</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		58,814	10,000	68,814	76,154
<b>CREDITORS</b>					
Amounts falling due after more than one year	12	<u>(49,290)</u>	-	<u>(49,290)</u>	<u>(50,557)</u>
<b>NET ASSETS</b>		<u>9,524</u>	<u>10,000</u>	<u>19,524</u>	<u>25,597</u>
<b>FUNDS</b>					
Unrestricted funds:	14				
General fund				9,524	25,597
Restricted funds:					
Restricted Funds				<u>10,000</u>	-
<b>TOTAL FUNDS</b>				<u>19,524</u>	<u>25,597</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 29 February 2024.

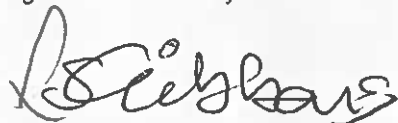
The members have not required the company to obtain an audit of its financial statements for the year ended 29 February 2024 in accordance with Section 476 of the Companies Act 2006.

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 14 October 2024 and were signed on its behalf by:



Mr Robin Stephen Gibbons - Trustee

The notes form part of these financial statements

## THE DISABILITY FOUNDATION LIMITED

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 29 FEBRUARY 2024

#### 1. CHARITY STATUS

The charity is a charity limited by guarantee and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £Nil towards the assets of the charity in the event of liquidation.

#### 2. 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.

##### **Statement of compliance**

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

##### **Basis of preparation**

The Disability Foundation Ltd meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

##### **Income**

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.

##### **Expenditure**

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.

##### **Raising funds**

These are costs incurred in attracting voluntary income, the management of investments and those incurred in trading activities that raise funds.

##### **Charitable activities**

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

##### **Governance costs**

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees' meetings and reimbursed expenses.

##### **Tangible fixed assets**

Individual fixed assets are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses. Depreciation is provided at 33 1/3 % to write off the costs less estimated residual value of each asset over its useful economic life.

##### **Taxation**

The Charity is exempt from corporation tax on its charitable activities.

##### **Fund accounting**

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

**THE DISABILITY FOUNDATION LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 29 FEBRUARY 2024**

**2. ACCOUNTING POLICIES - continued**

**Fund accounting**

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.

**Hire purchase and leasing commitments**

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

**Pension costs and other post-retirement benefits**

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

**3. OTHER TRADING ACTIVITIES**

	<b>29.2.24</b>	28.2.23
	£	£
Membership Subscriptions	<u><b>6,410</b></u>	<u>5,445</u>

**4. INVESTMENT INCOME**

	<b>29.2.24</b>	28.2.23
	£	£
Interest receivable on bank deposits	<u><b>1,088</b></u>	<u>818</u>

**5. RAISING FUNDS**

**Raising donations and legacies**

	<b>29.2.24</b>	28.2.23
	£	£
Staff costs	<b>12,343</b>	13,222
Support costs	<u>-</u>	<u>1,611</u>
	<u><b>12,343</b></u>	<u>14,833</u>

**6. NET INCOME/(EXPENDITURE)**

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

	<b>29.2.24</b>	28.2.23
	£	£
Other operating leases	<u><b>6,278</b></u>	<u>6,535</u>

**7. TRUSTEES' REMUNERATION AND BENEFITS**

There were no trustees' remuneration or other benefits for the year ended 29 February 2024 nor for the year ended 28 February 2023.

**Trustees' expenses**

There were no trustees' expenses paid for the year ended 29 February 2024 nor for the year ended 28 February 2023.

**THE DISABILITY FOUNDATION LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 29 FEBRUARY 2024**

**8. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES**

	Unrestricted fund £	Restricted fund £	Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>			
Donations and legacies	150,675	-	150,675
Other trading activities	5,445	-	5,445
Investment income	<u>818</u>	<u>-</u>	<u>818</u>
<b>Total</b>	<u>156,938</u>	<u>-</u>	<u>156,938</u>
<b>EXPENDITURE ON</b>			
Raising funds	14,833	-	14,833
<b>Charitable activities</b>			
Costs of generating donations and legacies	94,216	-	94,216
Expenditure on charitable activities	<u>69,104</u>	<u>-</u>	<u>69,104</u>
<b>Total</b>	<u>178,153</u>	<u>-</u>	<u>178,153</u>
<b>NET INCOME/(EXPENDITURE)</b>	(21,215)	-	(21,215)
<b>RECONCILIATION OF FUNDS</b>			
Total funds brought forward	<u>46,812</u>	<u>-</u>	<u>46,812</u>
<b>TOTAL FUNDS CARRIED FORWARD</b>	<u><u>25,597</u></u>	<u><u>-</u></u>	<u><u>25,597</u></u>

**9. TANGIBLE FIXED ASSETS**

	Fixtures and fittings £	Computer equipment £	Totals £
<b>COST</b>			
At 1 March 2023 and 29 February 2024	<u>52,631</u>	<u>31,281</u>	<u>83,912</u>
<b>NET BOOK VALUE</b>			
At 29 February 2024	<u>-</u>	<u>-</u>	<u>-</u>
At 28 February 2023	<u>52,631</u>	<u>31,281</u>	<u>83,912</u>

**10. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	<b>29.2.24</b>	28.2.23
	<b>£</b>	<b>£</b>
Trade debtors	<b>4,397</b>	-
Other debtors	-	2,129
Prepayments	<u>637</u>	<u>637</u>
	<u><b>5,034</b></u>	<u>2,766</u>

**THE DISABILITY FOUNDATION LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 29 FEBRUARY 2024**

**11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	<b>29.2.24</b>	28.2.23
	£	£
Trade creditors	1,134	1,178
Social security and other taxes	452	702
Other creditors	-	174
Accruals and deferred income	-	1,260
Accrued expenses	<u>1,258</u>	<u>-</u>
	<u><b>2,844</b></u>	<u><b>3,314</b></u>

**12. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR**

	<b>29.2.24</b>	28.2.23
	£	£
Bank loans (see note 13)	<u>49,290</u>	<u>50,557</u>

**13. LOANS**

An analysis of the maturity of loans is given below:

	<b>29.2.24</b>	28.2.23
	£	£
Amounts falling due between two and five years:		
Bank loans - 2-5 years	<u>49,290</u>	<u>50,557</u>

**14. MOVEMENT IN FUNDS**

	At 1.3.23	Net movement in funds	At
	£	£	29.2.24
			£
<b>Unrestricted funds</b>			
General fund	25,598	(16,074)	9,524
<b>Restricted funds</b>			
Restricted Funds	-	10,000	10,000
	<u>25,598</u>	<u>(6,074)</u>	<u>19,524</u>

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

	Incoming resources	Resources expended	Movement in funds
	£	£	£
<b>Unrestricted funds</b>			
General fund	165,045	(181,119)	(16,074)
<b>Restricted funds</b>			
Restricted Funds	10,000	-	10,000
	<u>175,045</u>	<u>(181,119)</u>	<u>(6,074)</u>

THE DISABILITY FOUNDATION LIMITED

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 29 FEBRUARY 2024

14. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.3.22 £	Net movement in funds £	At 28.2.23 £
<b>Unrestricted funds</b>			
General fund	46,812	(21,215)	25,597
	<hr/>	<hr/>	<hr/>
<b>TOTAL FUNDS</b>	<u>46,812</u>	<u>(21,215)</u>	<u>25,597</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	156,938	(178,153)	(21,215)
	<hr/>	<hr/>	<hr/>
<b>TOTAL FUNDS</b>	<u>156,938</u>	<u>(178,153)</u>	<u>(21,215)</u>

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.3.22 £	Net movement in funds £	At 29.2.24 £
<b>Unrestricted funds</b>			
General fund	46,812	(37,289)	9,523
<b>Restricted funds</b>			
Restricted Funds	-	10,000	10,000
	<hr/>	<hr/>	<hr/>
<b>TOTAL FUNDS</b>	<u>46,812</u>	<u>(27,289)</u>	<u>19,523</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	321,983	(359,272)	(37,289)
<b>Restricted funds</b>			
Restricted Funds	10,000	-	10,000
	<hr/>	<hr/>	<hr/>
<b>TOTAL FUNDS</b>	<u>331,983</u>	<u>(359,272)</u>	<u>(27,289)</u>

**THE DISABILITY FOUNDATION LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 29 FEBRUARY 2024**

**15. RELATED PARTY DISCLOSURES**

There were no related party transactions for the year ended 29 February 2024.

**THE DISABILITY FOUNDATION LIMITED**

England & Wales - Charity number 1076761

---

# Accounts

---



**the disability foundation**  
the holistic health charity for every body

Registered charity No.1076761

# **Annual General Report**

**March  
2022 To  
February 2023**

## **THE DISABILITY FOUNDATION LIMITED**

### **CONTENTS OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 28 FEBRUARY 2023**

	<b>Page</b>
<b>Legal and Administrative Details</b>	1
<b>Report of the Chief Executive</b>	2 to 6
<b>Report of the Trustees</b>	7 to 9
<b>Independent Examiner's Report</b>	10
<b>Statement of Financial Activities</b>	11
<b>Balance Sheet</b>	12
<b>Notes to the Financial Statements</b>	13 to 18
<b>Detailed Statement of Financial Activities</b>	19 to 20

## THE DISABILITY FOUNDATION LIMITED

### LEGAL AND ADMINISTRATIVE DETAILS

**Registered Company number**

03705381 (England and Wales)

**Registered Charity number**

1076761

**Registered office**

Louis Fleischmann Building  
Brockley Hill  
Stanmore  
Middlesex  
HA7 4LP

**Trustees**

Mr Robin Stephen Gibbons Consultant  
Ms Rebecca Lowrie Sex Educator  
Ms Ruth Vickers Retired  
Ms Michele Freedman Voluntary Fundraiser/consultant

**Independent Examiner**

Sanjay Anand  
Waterfords Europe Limited t/a Jon Avol Waterfords  
204 Field End Road  
Pinner  
Middlesex  
HA5 1RD

## THE DISABILITY FOUNDATION LIMITED

### REPORT OF THE CHIEF EXECUTIVE

### FOR THE YEAR ENDED 28 FEBRUARY 2023

TDF is pleased to present the Annual Report and summarised Accounts for 2023.

TDF's main focus during this year period has been to continue to rebuild after covid and provide support for the community most adversely affected by it – disabled people, people who were shielding, people with complex and chronic medical conditions, their families, carers, care workers not to mention NHS staff. It was really noticeable that many of our service users were still cautious about having hands on therapies and this affected our user figures until January 2023 when there was an upward trend. We have also had to contend with the cost of living crisis.

Thanks to a grant from Harrow Giving, we opened our Warm Hub in October 2022 to provide a warm space to Harrow residents along with gentle exercise and refreshments.

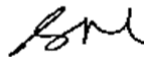
We were also delighted to be significantly involved in delivering an NHS Staff Wellbeing Programme at the RNOH and the RNOH Nurses Day as well as delivering Pamper Parlour treatments to the patients of RNOH Spinal Injury Unit on a fortnightly basis. We are working towards resuming most of our pre covid outreach work with the Peace Hospice Watford, Harrow Care Homes, Jewish Care and Northwick Park Hospital. We won funding from Tesco Community Fund to commence a home visit project and TDF has registered with the Harrow Wins Lottery in order to increase potential funding.

TDF's small team remains dedicated in providing self care services, respite and rehabilitation to the people who need it most. Our recovery post covid has been challenging and the cost of living crisis has added to this challenge yet Team TDF has remained undeterred. Our commitment to the cause is stronger than ever because we can see the blatant need for our services across the board. We really look forward to the next year period with continued hope and positivity and we thank everyone for their support and for playing a part in making TDF what it is.

Very best wishes.



Julia Henry Lee  
CEO



Sona Malde  
Acting Joint CEO

## **THE DISABILITY FOUNDATION LIMITED**

### **REPORT OF THE CHIEF EXECUTIVE**

#### **FOR THE YEAR ENDED 28 FEBRUARY 2023**

### **MONITORING AND EVALUATION**

#### **THERAPY SERVICE**

##### **Face to face therapies at TDF's centre**

After the pandemic lockdowns, TDF's centre reopened gradually from April 2021. Initially the centre was open only a few days with restricted hours, but this built up to offering therapy service from Monday – Friday between 9.45 a.m. till 5.15 p.m. New therapists have joined our team and that we reopened Therapy Room 5 in January 2023, which means that more appointments have been made available to our service users. There were a total of 2294 filled appointments in the centre from April 21 – February 22. This is an increase in the number of filled appointments as compared last year, when there were 1622 appointments. This shows that that client were getting their confidence back to return to our centre for treatments. TDF's online services

TDF is still continuing to deliver online cranio-sacral therapy and counselling one to one sessions on Zoom. This service proved very valuable for members who desperately needed these therapies but were unable to leave their homes during lockdown and is still used by members unable to access the centre. TDF therapists delivered a total of 18 online appointments during March 22 – February 23.

#### **MEMBERSHIP**

The total membership at the end of February 2023 was 277 and 49 new members joined the centre during the last financial year. These figures show an increase as compared to last year; our members are slowly returning to the centre for treatments and there is an increasing interest from new clients.

The most dominant age range of TDF's members is the 66-80 years age group (38%) and the second largest age group was the 51-65 years group (25%). Members over the age of 80 years made up 12% of TDF's total membership.

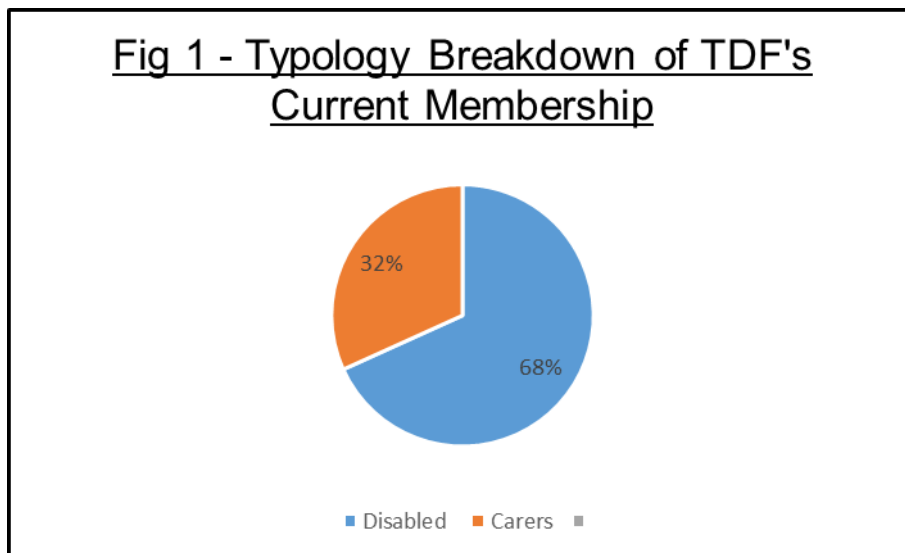
**THE DISABILITY FOUNDATION LIMITED**

**REPORT OF THE CHIEF EXECUTIVE**

**FOR THE YEAR ENDED 28 FEBRUARY 2023**

Females make up the majority of TDF members (73%) and 27% of members are men. This trend has been observed in the new members joining the centre. The majority of new members joining the centre were female (70%), with men making up 30% of new members. This same pattern has been observed in the previous years.

TDF's members are separated into three main groups disabled (temporary or permanent), carer (paid, unpaid, relative, NHS) or non disabled. TDF's main target groups are disabled people and carers and it is good to see that both these groups have the largest representation in the total membership (See Figure 1 below).

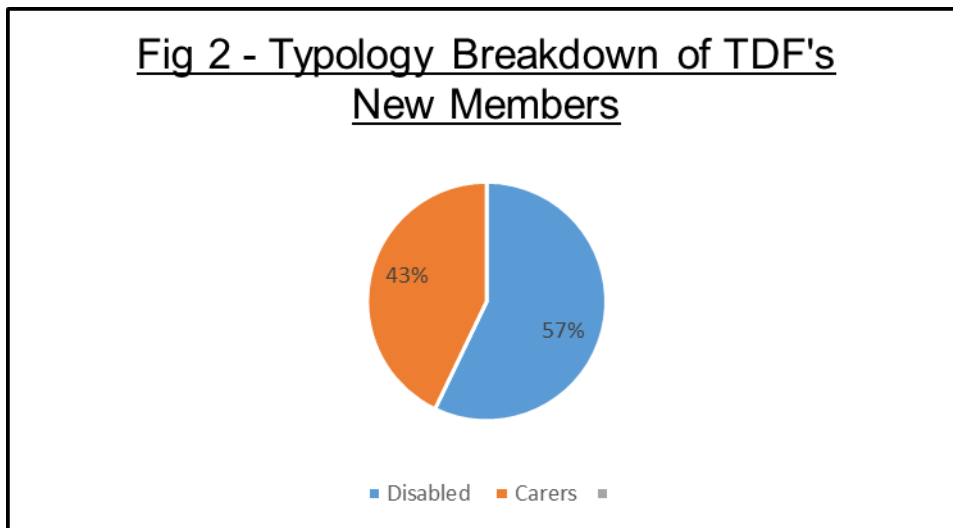


Within the group of carers, 21% of members were NHS staff. It is good that TDF is attracting NHS workers as most of them work at the RNOH where we are based. Our therapies could prevent injuries to staff, saving the NHS money through a decrease in long term sick leave. As can be seen from Fig. 2 below, the majority (72%) of new members are disabled and 6% are disabled carers.

**THE DISABILITY FOUNDATION LIMITED**

**REPORT OF THE CHIEF EXECUTIVE**

**FOR THE YEAR ENDED 28 FEBRUARY 2023**



As in the previous financial years, most of the new members joining the charity found out about us through word of mouth - through friends or family members. This means that the members already using the service are extremely happy with the therapies we offer as they are prepared to recommend us to others.

**COMMUNITY OUTREACH SERVICE**

TDF was able to resume these services to Peace Hospice in Watford in July 2021. TDF therapists started visiting every Monday and Friday to provide therapies to both their in-patients and outpatients. TDF therapists treated 487 patients at Peace Hospice from March 22 – February 23.

TDF also resumed its services on RNOH wards in January 2022. TDF therapists visit the Duke of Gloucester ward on a monthly basis and other wards like Private Ward as per demand. Apart from this, TDF therapists visit the Spinal Injury Unit in RNOH every fortnight to provide treatments like facial massage, facial reflexology and facial threading to their female patients as part of their Pamper Parlour.

## **THE DISABILITY FOUNDATION LIMITED**

### **REPORT OF THE CHIEF EXECUTIVE**

#### **FOR THE YEAR ENDED 28 FEBRUARY 2023**

TDF therapists were invited to provide therapies to RNOH staff on different wards as a part of their Staff Wellbeing programme. Initially this was a six week project from May – July 2022, which was then later extended to September 2022 – March 2023. TDF therapists offered a total of 422 treatments of acupressure, massage, reiki and reflexology to RNOH staff on various wards and departments of the hospital during from May 2022 – February 2023.

TDF resumed its services to Harrow Care Homes and therapists have been visiting different care homes to offer seated exercises, reflexology and hand massage every week.

As part of its community outreach programme, TDF therapists offered mini treatments to carers from Harrow and Herts during National Carers week in June 2022. Another outreach event was Saracens DisABILITY Hub, during which TDF therapists provided mini treatments to Saracens participants, volunteers and parents.

## **THE DISABILITY FOUNDATION LIMITED**

### **REPORT OF THE TRUSTEES FOR THE YEAR ENDED 28 FEBRUARY 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 28 February 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).

#### **OBJECTIVES AND ACTIVITIES**

##### **Objectives and aims**

The Disability Foundation is a pan-disability organisation which exists to support adults, children, their families, carers and friends coping with disability and social disadvantage. We do this in a number of ways:

- Offering complementary therapies to members.
- Creating educational and awareness opportunities.
- Distributing Newsletters.
- Putting people in touch with local support networks.

#### **ACHIEVEMENT AND PERFORMANCE**

##### **Charitable activities**

TDF's primary objective over this year period was to focus on building back our post covid service following further covid waves which lasted into March 2022. Most of our work focussed on re-instilling confidence in our vulnerable user groups that complementary therapy care was once again safe as well as re-recruiting our therapy team of both volunteers and paid therapists. The Complementary Therapy field was disproportionately affected by covid and many complementary therapy professionals found alternative work. TDF also reacted to community need by offering wellbeing support to user groups such as the NHS (staff wellbeing), Warm Hub, and a Home Visit Pilot Project. From January 2023, TDF saw the centre figures rise and this upward trend remained steady to the year end in February 2023.

Other key achievements include the following:

- Provided Complementary Support to RNOH Staff Wellbeing Programme from May 2022 to March 2023
- Opened a Warm Hub in October 2022 to support our users during the energy crisis and pending cost of living crisis going into the cold months thanks to funding from Harrow Giving
- Launched a new and improved Instagram page in October 2022
- Re-opened 5th Therapy Room in January 2023
- Online eBay charity shop launched in May 2022
- Harrow Wins Lottery in May 2022
- Relaunched our Outreach Events Service in June 2022
- Planned the launch of our Home Visit Pilot Project thanks to funding from Tesco Community Award
- Relaunched our Facebook page

## **THE DISABILITY FOUNDATION LIMITED**

### **REPORT OF THE TRUSTEES (Contd') FOR THE YEAR ENDED 28 FEBRUARY 2023**

- Returned to offer support on RNOH wards to inpatients

- Launched a 'Pamper Parlour' on the Spinal Injuries Unit at RNOH in conjunction with the nursing team in June 2022

Short term future objectives include

o TDF continues to focus its support on communities most affected by the covid pandemic

o Introduce Home Visit Service so that people who cannot get our centre can still access wellbeing support

o Review fundraising and funding and identify new funding streams

o Re-start outreach work - Northwick Park Hospital, Saracens Sport Foundation, Jewish Care, RNOH, and Harrow Care Homes.

### **ACHIEVEMENT AND PERFORMANCE**

#### **Fundraising Activities**

Income has been generated via small scale events (41 Club Xmas collection), donations, membership, gift aid and several grants.

### **FINANCIAL REVIEW**

#### **Reserves policy**

The Trustees strive to increase reserves where possible. The aim is to have sufficient reserves to cover a full year's overhead costs of the charity however this has been affected by the strains of the pandemic and cost of living crisis.

#### **Going Concern**

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

## **THE DISABILITY FOUNDATION LIMITED**

### **REPORT OF THE TRUSTEES FOR THE YEAR ENDED 28 FEBRUARY 2023**

#### **FUTURE PLANS**

Now that the Covid pandemic is finally officially over TDF can re-focus on previous aims such as:

- o Promote Wellness Days and Outreach Partnerships and Projects
- o Identify new patrons
- o Strengthen links with the NHS: RNOH Foot and Ankle, Northwick Park Hospital
- o Update TDF's IT system to Windows 10 as recommend by TDF's IT supplier
- o Update TDF's phone system
- o Address funding needs - centre maintenance, IT, website, publicity material,
- o Improve social media campaigns, website and re-introduce fundraising events.
- o Review Outreach Documentation, policies and procedures.
- o Review membership communication to include monitoring, evaluation with questionnaires, testimonials, videos, comment books, feedback forms - post therapy (PADBOT, MYMOP or MYCaW) and regular mailshots
- o Create TDF fundraising sponsored event packages such as fun runs/skydive
- o Continue to raise awareness of TDF locally
- o Improve TDF's literature to include a brochure or sponsorship document to target donors.
- o Make counselling courses and end of life support available for all TDF staff plus a recommended reading list for therapists
- o Offer specialist clinics for specific user groups - such as children, teenagers, carers, NHS and for specific therapies eg Scar clinics, Oncology Massage Clinic, Group Acupuncture, Mindfulness
- o Continue to increase expertise on Advisory Board and Trustee Board

#### **STRUCTURE, GOVERNANCE AND MANAGEMENT**

##### **Governing document**

The Charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The Company is set up under its Memorandum and Articles of Association, registered as a Company Limited by Guarantee, registration number 03705381, and is registered with the Charity Commission under the Charities Act 2006, registration number 1076761.

The liability of the Trustees, being members of the charitable company, is limited. Every member of the Charity undertakes to contribute such amount as may be required (not exceeding £10) to the Charity's assets if it should be wound up while he or she is a member or within one year after he or she ceases to be a member, and of the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributories among themselves.

## **THE DISABILITY FOUNDATION LIMITED**

### **REPORT OF THE TRUSTEES FOR THE YEAR ENDED 28 FEBRUARY 202**

#### **STRUCTURE, GOVERNANCE AND MANAGEMENT (CONTD')**

##### **Recruitment and appointment of new trustees**

The management of the charity is the responsibility of the Trustees who are elected and co-opted under the terms of the Articles of Association.

The number of trustees shall be not less than three but not subject to any maximum. One third of the trustees, who have been in office longest retire by rotation at the Annual General Meeting (AGM). Additional trustees can be appointed by recommendation of the existing trustees or by standing for election at the AGM.

##### **Organisational structure**

The Charity has a Board of Trustees that meet regularly. The Board makes final all operational decisions of the charity which are put forward by the senior management team. Day to day running of the charity is carried out by the Chief Executive Officer and the Deputy CEO's, together with a small team of support staff.

##### **Induction and training of new trustees**

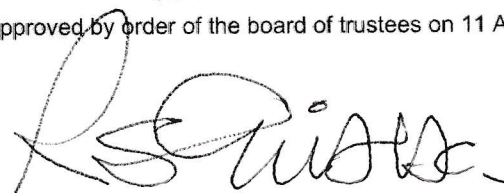
All new trustees, once elected, are inducted by the CEO. All new trustees are handed the NCVO publication The Good Trustee Guide and a pack which contains important organisational policies and documents. All Trustees are encouraged to attend regular training courses made available through the NCVO, LVSC and other local voluntary support bodies such as VAHC, as well as utilise online resources for Trustees and attend networking opportunities. All trustees are also invited to meet the management team and other key staff.

##### **COMMENCEMENT OF ACTIVITIES**

The Disability Foundation was incorporated as a charitable company limited by guarantee on 1 February 1999. For the purposes of the Companies Act 2006 the Board of Trustees are regarded as Board of Directors of the company.

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 11 August 2023 and signed on its behalf by:



**Mr Robin Stephen Gibbons - Trustee**

## **INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF THE DISABILITY FOUNDATION LIMITED**

### **Independent examiner's report to the trustees of The Disability Foundation Limited ('the Company')**

I report to the charity trustees on my examination of the accounts of the Company for the year ended 28 February 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**

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.



**Sanjay Anand**  
**Waterfords Europe Limited t/a Jon Avol Waterfords**

204 Field End Road  
Pinner  
Middlesex  
HA5 1RD

11 August 2023

**THE DISABILITY FOUNDATION LIMITED**

**STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 28 FEBRUARY 2023**

	Notes	Unrestricted fund £	Restricted fund £	<b>28.2.23 Total funds £</b>	28.2.22 Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations and legacies		<b>150,675</b>	-	<b>150,675</b>	52,969
Other trading activities	3	<b>5,445</b>	-	<b>5,445</b>	5,610
Investment income	4	<b>818</b>	-	<b>818</b>	515
Other income		-	-	-	<u>23,938</u>
<b>Total</b>		<b><u>156,938</u></b>	-	<b><u>156,938</u></b>	<u>83,032</u>
<b>EXPENDITURE ON</b>					
Raising funds	5	<b>14,833</b>	-	<b>14,833</b>	13,565
<b>Charitable activities</b>					
Costs of generating donations and legacies		<b>94,216</b>	-	<b>94,216</b>	76,865
Expenditure on charitable activities		<b>69,104</b>	-	<b>69,104</b>	50,629
Governance Costs		-	-	-	<u>14,685</u>
<b>Total</b>		<b><u>178,153</u></b>	-	<b><u>178,153</u></b>	<u>155,744</u>
<b>NET INCOME/(EXPENDITURE)</b>		<b>(21,215)</b>	-	<b>(21,215)</b>	(72,712)
<b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		<b>46,812</b>	-	<b>46,812</b>	119,524
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b><u>25,597</u></b>	-	<b><u>25,597</u></b>	<u>46,812</u>

The notes form part of these financial statements

**THE DISABILITY FOUNDATION LIMITED**

**BALANCE SHEET  
28 FEBRUARY 2023**

	Notes	Unrestricted fund £	Restricted fund £	28.2.23 Total funds £	28.2.22 Total funds £
<b>CURRENT ASSETS</b>					
Debtors	11	2,766	-	2,766	1,432
Cash at bank and in hand		<u>76,702</u>	-	<u>76,702</u>	<u>98,386</u>
		79,468	-	79,468	99,818
<b>CREDITORS</b>					
Amounts falling due within one year	12	<u>(3,314)</u>	-	<u>(3,314)</u>	<u>(3,006)</u>
<b>NET CURRENT ASSETS</b>		<u>76,154</u>	-	<u>76,154</u>	<u>96,812</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		76,154	-	76,154	96,812
<b>CREDITORS</b>					
Amounts falling due after more than one year	13	<u>(50,557)</u>	-	<u>(50,557)</u>	<u>(50,000)</u>
<b>NET ASSETS</b>		<u>25,597</u>	-	<u>25,597</u>	<u>46,812</u>
<b>FUNDS</b>					
Unrestricted funds:	15				
General fund				<u>25,597</u>	<u>46,812</u>
<b>TOTAL FUNDS</b>				<u>25,597</u>	<u>46,812</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 28 February 2023.


The members have not required the company to obtain an audit of its financial statements for the year ended 28 February 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 11 August 2023 and were signed on its behalf by:



Mr Robin Stephen Gibbons - Trustee

## THE DISABILITY FOUNDATION LIMITED

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 28 FEBRUARY 2023

#### 1. CHARITY STATUS

The charity is a charity limited by guarantee and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £Nil towards the assets of the charity in the event of liquidation.

#### 2. 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.

##### **Statement of compliance**

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

##### **Basis of preparation**

The Disability Foundation Ltd meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

##### **Income**

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.

##### **Expenditure**

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.

##### **Raising funds**

These are costs incurred in attracting voluntary income, the management of investments and those incurred in trading activities that raise funds.

##### **Charitable activities**

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

##### **Governance costs**

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees' meetings and reimbursed expenses.

##### **Tangible fixed assets**

Individual fixed assets are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses. Depreciation is provided at 33 1/3 % to write off the costs less estimated residual value of each asset over its useful economic life.

##### **Taxation**

The Charity is exempt from corporation tax on its charitable activities.

##### **Fund accounting**

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

**THE DISABILITY FOUNDATION LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 28 FEBRUARY 2023**

**2. ACCOUNTING POLICIES - continued**

**Fund accounting**

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.

**Hire purchase and leasing commitments**

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

**Pension costs and other post-retirement benefits**

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

**3. OTHER TRADING ACTIVITIES**

	<b>28.2.23</b>	28.2.22
	£	£
Fundraising events	-	650
Membership Subscriptions	<u>5,445</u>	<u>4,960</u>
	<u><b>5,445</b></u>	<u><b>5,610</b></u>

**4. INVESTMENT INCOME**

	<b>28.2.23</b>	28.2.22
	£	£
Interest receivable on bank deposits	<u>818</u>	<u>515</u>

**5. RAISING FUNDS**

**Raising donations and legacies**

	<b>28.2.23</b>	28.2.22
	£	£
Staff costs	13,222	13,565
Support costs	<u>1,611</u>	<u>-</u>
	<u><b>14,833</b></u>	<u><b>13,565</b></u>

**6. NET INCOME/(EXPENDITURE)**

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

	<b>28.2.23</b>	28.2.22
	£	£
Depreciation - owned assets	-	490
Other operating leases	<u>6,535</u>	<u>(603)</u>

**THE DISABILITY FOUNDATION LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 28 FEBRUARY 2023**

**7. TRUSTEES' REMUNERATION AND BENEFITS**

There were no trustees' remuneration or other benefits for the year ended 28 February 2023 nor for the year ended 28 February 2022.

**Trustees' expenses**

There were no trustees' expenses paid for the year ended 28 February 2023 nor for the year ended 28 February 2022.

**8. STAFF COSTS**

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

	<b>28.2.23</b>	28.2.22
Charitable activities	-	5
Governance and Fundraising	-	2
	<u>-</u>	<u>7</u>

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

**9. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES**

	Unrestricted fund £	Restricted fund £	Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>			
Donations and legacies	52,969	-	52,969
Other trading activities	5,610	-	5,610
Investment income	515	-	515
Other income	<u>23,938</u>	-	<u>23,938</u>
<b>Total</b>	<u>83,032</u>	-	<u>83,032</u>
<b>EXPENDITURE ON</b>			
Raising funds	13,565	-	13,565
<b>Charitable activities</b>			
Costs of generating donations and legacies	76,865	-	76,865
Expenditure on charitable activities	50,629	-	50,629
Governance Costs	<u>14,685</u>	-	<u>14,685</u>
<b>Total</b>	<u>155,744</u>	-	<u>155,744</u>
<b>NET INCOME/(EXPENDITURE)</b>	(72,712)	-	(72,712)
<b>RECONCILIATION OF FUNDS</b>			
Total funds brought forward	<u>119,524</u>	-	<u>119,524</u>
<b>TOTAL FUNDS CARRIED FORWARD</b>	<u><u>46,812</u></u>	<u>-</u>	<u><u>46,812</u></u>

**THE DISABILITY FOUNDATION LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 28 FEBRUARY 2023**

**10. TANGIBLE FIXED ASSETS**

	Fixtures and fittings £	Computer equipment £	Totals £
<b>COST</b>			
At 1 March 2022 and 28 February 2023	<u>31,281</u>	<u>52,631</u>	<u>83,912</u>
<b>DEPRECIATION</b>			
At 1 March 2022 and 28 February 2023	<u>31,281</u>	<u>52,631</u>	<u>83,912</u>
<b>NET BOOK VALUE</b>			
At 28 February 2023	<u>-</u>	<u>-</u>	<u>-</u>
At 28 February 2022	<u>-</u>	<u>-</u>	<u>-</u>

**11. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	28.2.23 £	28.2.22 £
Other debtors	2,129	795
Prepayments	<u>637</u>	<u>637</u>
	<u>2,766</u>	<u>1,432</u>

**12. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	28.2.23 £	28.2.22 £
Trade creditors	1,178	688
Social security and other taxes	702	893
Other creditors	174	165
Accruals and deferred income	<u>1,260</u>	<u>1,260</u>
	<u>3,314</u>	<u>3,006</u>

**13. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR**

	28.2.23 £	28.2.22 £
Bank loans (see note 14)	<u>50,557</u>	<u>50,000</u>

**14. LOANS**

An analysis of the maturity of loans is given below:

	28.2.23 £	28.2.22 £
Amounts falling due between two and five years:		
Bank loans - 2-5 years	<u>50,557</u>	<u>50,000</u>

**THE DISABILITY FOUNDATION LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 28 FEBRUARY 2023**

**15. MOVEMENT IN FUNDS**

	At 1.3.22 £	Net movement in funds £	At 28.2.23 £
<b>Unrestricted funds</b>			
General fund	<b>46,812</b>	<b>(21,215)</b>	<b>25,597</b>
	<hr/>	<hr/>	<hr/>
<b>TOTAL FUNDS</b>	<b><u>46,812</u></b>	<b><u>(21,215)</u></b>	<b><u>25,597</u></b>

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

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	<b>156,938</b>	<b>(178,153)</b>	<b>(21,215)</b>
	<hr/>	<hr/>	<hr/>
<b>TOTAL FUNDS</b>	<b><u>156,938</u></b>	<b><u>(178,153)</u></b>	<b><u>(21,215)</u></b>

**Comparatives for movement in funds**

	At 1.3.21 £	Net movement in funds £	At 28.2.22 £
<b>Unrestricted funds</b>			
General fund	119,524	(72,712)	46,812
	<hr/>	<hr/>	<hr/>
<b>TOTAL FUNDS</b>	<b><u>119,524</u></b>	<b><u>(72,712)</u></b>	<b><u>46,812</u></b>

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

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	83,032	(155,744)	(72,712)
	<hr/>	<hr/>	<hr/>
<b>TOTAL FUNDS</b>	<b><u>83,032</u></b>	<b><u>(155,744)</u></b>	<b><u>(72,712)</u></b>

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.3.21 £	Net movement in funds £	At 28.2.23 £
<b>Unrestricted funds</b>			
General fund	119,524	(93,927)	25,597
	<hr/>	<hr/>	<hr/>
<b>TOTAL FUNDS</b>	<b><u>119,524</u></b>	<b><u>(93,927)</u></b>	<b><u>25,597</u></b>

**THE DISABILITY FOUNDATION LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 28 FEBRUARY 2023**

**15. MOVEMENT IN FUNDS - continued**

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	239,970	(333,897)	(93,927)
	<hr/>	<hr/>	<hr/>
<b>TOTAL FUNDS</b>	<u>239,970</u>	<u>(333,897)</u>	<u>(93,927)</u>

**16. RELATED PARTY DISCLOSURES**

There were no related party transactions for the year ended 28 February 2023.

**THE DISABILITY FOUNDATION LIMITED**

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 28 FEBRUARY 2023**

	28.2.23 £	28.2.22 £
<b>INCOME AND ENDOWMENTS</b>		
<b>Donations and legacies</b>		
Regular giving and capital donations	<b>150,675</b>	46,719
Grants	<u>-</u>	<u>6,250</u>
	<b>150,675</b>	52,969
<b>Other trading activities</b>		
Fundraising events	-	650
Membership Subscriptions	<u>5,445</u>	<u>4,960</u>
	<b>5,445</b>	5,610
<b>Investment income</b>		
Interest receivable on bank deposits	<b>818</b>	515
<b>Other income</b>		
Furlough grant	<u>-</u>	<u>23,938</u>
<b>Total incoming resources</b>	<b>156,938</b>	83,032
<b>EXPENDITURE</b>		
<b>Raising donations and legacies</b>		
Wages	<b>13,055</b>	12,828
Social security	<b>33</b>	615
Pensions	<u>134</u>	<u>122</u>
	<b>13,222</b>	13,565
<b>Charitable activities</b>		
Wages	<b>73,977</b>	72,693
Social security	<b>186</b>	3,483
Pensions	<b>759</b>	689
Other operating leases	<b>6,535</b>	(603)
Rates and water	<b>614</b>	288
Insurance	<b>3,780</b>	3,216
Telephone	<b>1,417</b>	1,586
Postage and stationery	<b>1,248</b>	1,712
Sundries	<b>181</b>	106
Therapists - Treatment Costs	<b>42,416</b>	26,316
Therapists - Supplies	<b>796</b>	1,246
Therapists - Towels	<b>7,372</b>	4,452
Fundraising costs	<b>131</b>	-
Travelling	<b>1,186</b>	526
Office Cleaning	<b>6,096</b>	2,816
IT and Computer Services	<b>4,644</b>	7,537
Consultants costs	<b>5,563</b>	3,172
Repairs and renewals	<b>612</b>	-
Subscriptions	<b>288</b>	215
Depreciation: Fixtures and Computer Equipment	<u>-</u>	<u>490</u>
	<b>157,801</b>	129,940
<b>Support costs</b>		

This page does not form part of the statutory financial statements

**THE DISABILITY FOUNDATION LIMITED**

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 28 FEBRUARY 2023**

	28.2.23 £	28.2.22 £
<b>Support costs</b>		
<b>Finance</b>		
Bank charges	797	691
Bank loan interest	<u>1,611</u>	<u>-</u>
	<b>2,408</b>	691
<b>Governance costs</b>		
Accountancy and payroll costs	3,462	10,288
Independent Examiners Fees	<u>1,260</u>	<u>1,260</u>
	<b>4,722</b>	11,548
Total resources expended	<u><b>178,153</b></u>	<u>155,744</u>
<b>Net expenditure</b>	<u><b>(21,215)</b></u>	<u><b>(72,712)</b></u>

**THE DISABILITY FOUNDATION LIMITED**

England & Wales - Charity number 1076761

---

# Accounts

---



**the disability foundation**  
the holistic health charity for every body

Registered charity No.1076761

# **Annual General Report**

**March 2021  
To  
February 2022**

**THE DISABILITY FOUNDATION LIMITED**

**CONTENTS OF THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 28 FEBRUARY 2021**

	<b>Page</b>
<b>Legal and Administrative Details</b>	1
<b>Report of the Chief Executive</b>	2 to 6
<b>Report of the Trustees</b>	7 to 10
<b>Independent Examiner's Report</b>	11
<b>Statement of Financial Activities</b>	12
<b>Balance Sheet</b>	13
<b>Notes to the Financial Statements</b>	14 to 19
<b>Detailed Statement of Financial Activities</b>	20 to 21

# The Disability Foundation Limited

## LEGAL AND ADMINISTRATIVE DETAILS

**Charity number** 1076761

**Company registration number** 03705381 (England and Wales)

**Registered office** c/o Royal National Orthopaedic Hospital  
Brockley Hill  
Stanmore  
Middlesex  
HA7 4LP

**Trustees**

Robin Gibbons	Trustee, Chair
Michele Freedman	Trustee
Rebecca Lowrie	Trustee
Ruth Vickers	Trustee

**Independent Examiner** Sanjay And, Waterfords Europe Limited t/a  
Jon Avol Waterfords

## **THE DISABILITY FOUNDATION LIMITED**

### **REPORT OF THE CHIEF EXECUTIVE FOR THE YEAR ENDED 28 FEBRUARY 2022**

TDF is pleased to present the Annual Report and summarised Accounts for March 2021 – February 2022.

TDF was delighted to be able to re-open the centre fully in April 2021 having made small but necessary changes to the operational workings of the centre in terms of health and safety. TDF's main focus during this year period has been to provide some stability and hands on support for the community most adversely affected by covid – disabled people, people who were shielding, people with complex and chronic medical conditions, their families, carers, careworkers not to mention NHS staff. Changes to our centre had some impact on user number for example, TDF has only been able to use therapy rooms with windows due to the requirement for fresh air during sessions so TDF currently has 4 rooms rather than 5, as well as spacing out of appointments for distancing and enhanced cleaning which has meant fewer appointments being made available. In addition, the slow return and growth of the number of visitors reflects the fact that TDF and the wider community have still had to contend with several more destabilising covid waves with the emergence of Delta and Omicron(March 2021, December 2021) not to mention constantly changing covid protocols. However, in spite of these challenges, TDF is proud that it has been able to continue to rebuild its service - in some ways from scratch (finding new ways of working, finding new therapists because many were forced to change career at the onset of covid, as well as new ways to raise funds) and find some financial balance with the ongoing effects of living with covid. TDF was also delighted to restart some outreach at the Peace Hospice Watford from 2nd July 2021.

TDF's small team is extremely dedicated, hardworking and passionate about what we do - everyone at TDF firmly believes in our mission and cares deeply about providing the respite and rehabilitation on offer. It is this belief and care and passion that made the impossible possible and it is this that has enabled TDF—to re-open in the most difficult of circumstances, remain open despite challenges and carry on growing in ways that the charity never thought imaginable pre 2020.

## THE DISABILITY FOUNDATION LIMITED

### REPORT OF THE CHIEF EXECUTIVE FOR THE YEAR ENDED 28 FEBRUARY 2022

I would therefore like to thank everyone involved in supporting us, believing in us, and working for and with us and for never giving up. This has helped ensure that TDF will continue to deliver such important services to the people who need us most. Our role in supporting key user groups is growing daily and TDF looks forward to the next year period with hope and positivity.

Very best wishes



Julia Henry Lee  
CEO

## **MONITORING AND EVALUATION**

### **THERAPY SERVICE**

#### **TDF's online services**

TDF centre was still closed at the beginning of March 2021 as a result of the national lockdown due to COVID. TDF continued with the Daily Wellbeing Webinar sessions, which were conducted via Zoom and were hosted by a different Team TDF therapist every day. Therapists delivered different relaxation therapies such as mindfulness, self-care massage, seated exercise and breathing in order to provide help, advice and information on self-care, stress and wellbeing and providing support to the participants whilst we are not able to practice other hands on therapies.

Another online project was delivering online one to one sessions such as counselling, hypnotherapy, physical wellbeing, cranio-sacral therapy and nutritional therapy on Zoom. This service proved very valuable for members who desperately needed these therapies but were unable to leave their homes. TDF therapists delivered a total of 74 appointments during March 21 – February 22.

The third online project was 'Tea@TDF', TDF's very own virtual 'get together'. This was a chance for TDF members to catch up with TeamTDF and fellow members and interact, share experiences, swap stories and connect with others. The sessions were hosted by TeamTDF staff and volunteers.

Besides this, TDF therapists also participated on an online outreach session with another disability organisation and presented a session on 'Physical Wellbeing'.

## **THE DISABILITY FOUNDATION LIMITED**

### **REPORT OF THE CHIEF EXECUTIVE FOR THE YEAR ENDED 28 FEBRUARY 2022**

#### **Face to face therapies at TDF's centre**

After the pandemic lockdowns, TDF's centre reopened gradually from April 2021. Initially the centre was open only a few days with restricted hours, but this built up to offering therapy service from Monday – Friday between 9.45 a.m. till 5.15 p.m. Only 4 therapy rooms were being used since April 2021, as TDF can only able to use rooms with windows and also need to provide 15 minutes gap between each appointment for enhanced cleaning. This has obviously affected the number of appointments available to our service users.

There were a total of 1622 filled appointments in the centre from April 21 – February 22. It is hoped that there will be an increase in the number of filled appointments now that client confidence is slowly growing.

#### **MEMBERSHIP**

The total membership at the end of February 2022 was 200 and 20 new members joined the centre during the last financial year. These figures are low as compared to pre-covid levels; however, our members are slowly returning to the centre for treatments and there is an increasing interest from new clients.

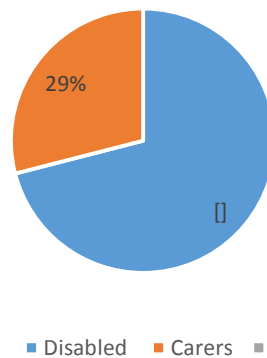
The most dominant age range of TDF's members is the 66-80 years age group (41%) and the second largest age group was the 51-65 years group (31%). Members over the age of 80 years made up 12% of TDF's total membership.

Females make up the majority of TDF members (68%) and 32% of members are men. This trend has been observed in the new members joining the centre. The majority of new members joining the centre were female (60%), with men making up 40% of new members. This same pattern has been observed in the previous years.

TDF's members are separated into three main groups disabled (temporary or permanent), carer (paid, unpaid, relative, NHS) or non disabled. TDF's main target groups are disabled people and carers and it is good to see that both these groups have the largest representation in the total membership (See Figure 1 below).

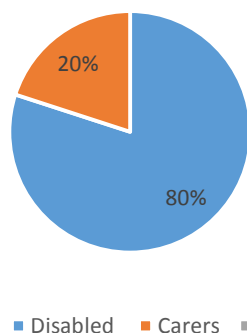
Within the group of carers, 34% of members were NHS staff. It is good that TDF is attracting NHS workers as most of them work at the RNOH where we are based. Our therapies could prevent injuries to staff, saving the NHS money through a decrease in long term sick leave.

Fig 1 - Typology Breakdown of TDF's Current Membership



As can be seen from Fig. 2 below, the majority (72%) of new members are disabled and 6% are disabled carers.

Fig 2 - Typology Breakdown of TDF's New Members



As in the previous financial years, most of the new members (60%) joining the charity found out about us through word of mouth - through friends or family members. This means that the members already using the service are extremely happy with the therapies we offer as they are prepared to recommend us to others.

## **THE DISABILITY FOUNDATION LIMITED**

### **REPORT OF THE CHIEF EXECUTIVE FOR THE YEAR ENDED 28 FEBRUARY 2022**

#### **COMMUNITY OUTREACH SERVICE**

Prior to March 2020, TDF was involved with RNOH and other various local organisations to provide therapies outside the centre as part of its Community Outreach Service. All of TDF's outreach activities were suspended due to the pandemic.

However, TDF was able to resume these services to Peace Hospice in Watford in July 2021. TDF therapists started visiting every Friday to provide therapies to both their in-patients and outpatients. TDF therapists treated 267 patients at Peace Hospice from July 21 – February 22.

TDF was also contacted in August 2021 by RNOH to resume its ward services. TDF had to fulfil all the RNOH requirements in terms of COVID 19 risk assessment before finally being allowed on the wards from January 2022. This has been a slow return but TDF will continue to send its therapist to the wards once a month as demand will pick up.

There were no other community outreach events during this financial year, as the pandemic had similarly affected other organisations. TDF's outreach team has maintained contact both with RNOH and other community organisations throughout this period to make more people aware about TDF's services.

## **THE DISABILITY FOUNDATION LIMITED**

### **REPORT OF THE TRUSTEES FOR THE YEAR ENDED 28 FEBRUARY 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 28 February 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).

#### **OBJECTIVES AND ACTIVITIES**

##### **Objectives and aims**

The Disability Foundation is a pan-disability organisation which exists to support adults, children, their families, carers and friends coping with disability and social disadvantage. We do this in a number of ways:

- Offering complementary therapies to members.
- Creating educational and awareness opportunities.
- Distributing Newsletters.
- Putting people in touch with local support networks.

# THE DISABILITY FOUNDATION LIMITED

## REPORT OF THE TRUSTEES FOR THE YEAR ENDED 28 FEBRUARY 2022

### ACHIEVEMENT AND PERFORMANCE

#### Charitable activities

TDF's continuing objective over this year period was to maintain the charity during the global pandemic. This required responding quickly to changes in protocols for the NHS and complementary therapies and included new ways of working/health and safety measures.

TDF's building remained the RNOH NHS site Covid testing hub however TDF and RNOH worked together to find ways to work safely side by side.

From Feb 2021 TDF worked on planning and preparing for re-opening due to the winter lockdown January - March 2021. The centre successfully opened to the public in April 2021 albeit on a slightly smaller scale. At the same time, TDF looked to strategically rebuild services with a constant review of practices and protocols.

TDF was affected by several further Covid waves in July 2021, December 2021 and March 2022 however TDF remained open throughout.

TDF continued to use the furlough system until September 2021 and worked tirelessly to look at new and additional income streams and nurture existing supporter and patron relationships.

Other key achievements include the following:

1. TDF improved its Instagram presence
2. TDF fine-tuned online services and practise
3. TDF improved its management and IT systems TDF's IT
4. TDF worked with its primary partners to continue to support people who are disabled or have chronic and complex medical conditions as well as their families and carers and was delighted to restart work at the Peace Hospice
5. TDF continued to review policies on safeguarding for delivering therapies online as well as new guidance on delivering face to face therapies.
6. Introduced a therapists recruitment drive

#### Future Developments and Objectives for March 2022-February 2023

Short term future objectives include

- Re-launch TDF's Facebook page
- Continue to offer TDF Online Services and targeted group work
- TDF focussed on its vital role in aiding COVID recovery in the community due to growing demand because of the impact of COVID in terms of rehabilitation from illness, long Covid as well as the effects that the ongoing pandemic situation and "living with covid" has had on general physical and mental health
- Review fundraising and funding and identify new funding streams
- Review the possibility of offering Home Visits Therapy Service as new service going forward
- Follow up with partner organisations to re-start outreach work - Northwick Park Hospital, Saracens Sport Foundation, Jewish Care, RNOH, and Harrow Care Homes.

#### Fundraising activities

Income has been generated via small scale events (41 Club), donations, memberships, and gift aid.

### FINANCIAL REVIEW

#### Reserves policy

The Trustees strive to increase reserves where possible but are generally satisfied with the current level, albeit a small fall in the figure was reported in the year under review. The aim is to have sufficient reserves to cover a full year's overhead costs of the charity.

# THE DISABILITY FOUNDATION LIMITED

## REPORT OF THE TRUSTEES FOR THE YEAR ENDED 28 FEBRUARY 2022

### FINANCIAL REVIEW

#### Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

### FUTURE PLANS

Whilst TDF still hopes to still achieve the targets below once the COVID-19 pandemic has ceased:

- Promote Wellness Days and Outreach Partnerships and Projects
- Identify new patrons
- Follow up with Langdon to provide therapies
- Follow up on project working with RNOH team including Foot and Ankle team for specific foot issues.
- identify new funding needs - in particular equipment/furniture updates and maintenance, IT updates, website, publicity material, social media campaigns, and fundraising events.
- Improve TDF's Outreach Documentation, policies and procedures.
- Improve membership communication to include monitoring and evaluation with questionnaires, testimonials, videos, comment books and feedback books for all wards, outreach venues and in Reception and online and regular mailshots
- Create TDF fundraising sponsored event packages such as fun runs/skydive
- Continue to raise awareness of TDF locally.
- Update TDF's IT system to windows 10 move to Office 365 as recommend by TDF's IT supplier
- Continue to review TDF's position of staying on-site at RNOH
- Improve TDF's literature to include a folder brochure to target donors for more donations.
- Make counselling courses and end of life support available for all TDF staff plus a recommended reading list for therapists
- Consider offering specialist clinics for specific user groups - such as children, teenagers, carers, NHS- at specific opening times and introduce more themed group therapy sessions such as art therapy, well woman yoga, physio and occupational therapy
- Continue to increase expertise on Advisory Board

TDF is also keen to further links with RNOH staff to support wellbeing, forge closer links with schools due to the increase in mental health problems in school age children, as well as look at new smaller fundraising initiatives such as eBay and Harrow Wins. TDF will continue to look for funding streams and make grant applications.

The Trustees will endeavour to concentrate on a programme of small and large scale fundraising events and applications to grant givers /trusts as well as identify new supporters and fundraising avenues.

### STRUCTURE, GOVERNANCE AND MANAGEMENT

#### Governing document

The Charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The Company is set up under its Memorandum and Articles of Association, registered as a Company Limited by Guarantee, registration number 03705381, and is registered with the Charity Commission under the Charities Act 2006, registration number 1076761.

The liability of the Trustees, being members of the charitable company, is limited. Every member of the Charity undertakes to contribute such amount as may be required (not exceeding £10) to the Charity's assets if it should be wound up while he or she is a member or within one year after he or she ceases to be a member, and of the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributories among themselves.

## THE DISABILITY FOUNDATION LIMITED

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 28 FEBRUARY 2022

#### STRUCTURE, GOVERNANCE AND MANAGEMENT

##### Recruitment and appointment of new trustees

The management of the charity is the responsibility of the Trustees who are elected and co-opted under the terms of the Articles of Association.

The number of trustees shall be not less than three but not subject to any maximum. One third of the trustees, who have been in office longest retire by rotation at the Annual General Meeting (AGM). Additional trustees can be appointed by recommendation of the existing trustees or by standing for election at the AGM.

##### Organisational structure

The Charity has a Board of Trustees that meet regularly. The Board makes final all operational decisions of the charity which are put forward by the senior management team. Day to day running of the charity is carried out by the Chief Executive Officer and the Deputy CEO's, together with a small team of support staff.

##### Induction and training of new trustees

All new trustees, once elected, are inducted by the CEO. All new trustees are handed the NCVO publication The Good Trustee Guide and a pack which contains important organisational policies and documents. All Trustees are encouraged to attend regular training courses made available through the NCVO, LVSC and other local voluntary support bodies such as VAHC, as well as utilise online resources for Trustees and attend networking opportunities. All trustees are also invited to meet the management team and other key staff.

#### REFERENCE AND ADMINISTRATIVE DETAILS

##### Registered Company number

03705381 (England and Wales)

##### Registered Charity number

1076761

##### Registered office

Louis Fleischmann Building  
Brockley Hill  
Stanmore  
Middlesex  
HA7 4LP

##### Trustees

Mr Robin Stephen Gibbons Consultant  
Ms Rebecca Lowrie Sex Educator  
Ms Ruth Vickers Retired  
Ms Michele Freedman Voluntary Fundraiser/consultant

##### Independent Examiner

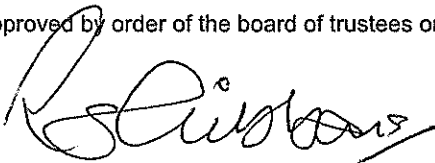
Sanjay Anand  
FCCA  
Waterfords Europe Limited t/a Jon Avol Waterfords  
204 Field End Road  
Eastcote  
Pinner  
Middlesex  
HA5 1RD

#### COMMENCEMENT OF ACTIVITIES

The Disability Foundation was incorporated as a charitable company limited by guarantee on 1 February 1999. For the purposes of the Companies Act 2006 the Board of Trustees are regarded as Board of Directors of the company.

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 2 August 2022 and signed on its behalf by:



Mr Robin Stephen Gibbons - Trustee

# INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF THE DISABILITY FOUNDATION LIMITED

## Independent examiner's report to the trustees of The Disability Foundation Limited ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 28 February 2022.

### 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').

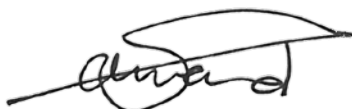
Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). 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

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.



Sanjay Anand  
FCCA  
Waterfords Europe Limited t/a Jon Avol Waterfords  
204 Field End Road  
Eastcote  
Pinner  
Middlesex  
HA5 1RD

3 August 2022

**THE DISABILITY FOUNDATION LIMITED**

**STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 28 FEBRUARY 2022**

	Notes	Unrestricted fund £	Restricted fund £	<b>28.2.22 Total funds £</b>	28.2.21 Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations and legacies		<b>52,969</b>	-	<b>52,969</b>	18,952
<b>Charitable activities</b>					
Grants received		-	-	-	60,248
Other trading activities	3	<b>5,610</b>	-	<b>5,610</b>	1,031
Investment income	4	<b>515</b>	-	<b>515</b>	702
Other income		<b>23,938</b>	-	<b>23,938</b>	65,666
<b>Total</b>		<b>83,032</b>	-	<b>83,032</b>	146,599
<b>EXPENDITURE ON</b>					
Raising funds		<b>13,565</b>	-	<b>13,565</b>	14,314
<b>Charitable activities</b>					
Costs of generating donations and legacies		<b>76,865</b>	-	<b>76,865</b>	1
Expenditure on charitable activities		<b>50,629</b>	-	<b>50,629</b>	115,831
Governance Costs		<b>14,685</b>	-	<b>14,685</b>	6,720
<b>Total</b>		<b>155,744</b>	-	<b>155,744</b>	136,866
<b>NET INCOME/(EXPENDITURE)</b>		<b>(72,712)</b>	-	<b>(72,712)</b>	9,733
<b>RECONCILIATION OF FUNDS</b>					
<b>Total funds brought forward</b>		<b>119,524</b>	-	<b>119,524</b>	109,791
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>46,812</b>	-	<b>46,812</b>	119,524

The notes form part of these financial statements

**THE DISABILITY FOUNDATION LIMITED**

**BALANCE SHEET**  
28 FEBRUARY 2022

	Notes	Unrestricted fund £	Restricted fund £	28.2.22 Total funds £	28.2.21 Total funds £
<b>FIXED ASSETS</b>					
Tangible assets	9	-	-	-	490
<b>CURRENT ASSETS</b>					
Debtors	10	1,432	-	1,432	548
Cash at bank and in hand		98,386	-	98,386	182,650
		<u>99,818</u>	-	<u>99,818</u>	<u>183,198</u>
<b>CREDITORS</b>					
Amounts falling due within one year	11	(3,006)	-	(3,006)	(14,164)
		<u>96,812</u>	-	<u>96,812</u>	<u>169,034</u>
<b>NET CURRENT ASSETS</b>					
		<u>96,812</u>	-	<u>96,812</u>	<u>169,524</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>					
		<u>96,812</u>	-	<u>96,812</u>	<u>169,524</u>
<b>CREDITORS</b>					
Amounts falling due after more than one year	12	(50,000)	-	(50,000)	(50,000)
		<u>46,812</u>	-	<u>46,812</u>	<u>119,524</u>
<b>NET ASSETS</b>					
		<u>46,812</u>	-	<u>46,812</u>	<u>119,524</u>
<b>FUNDS</b>					
Unrestricted funds:	14				
General fund				<u>46,812</u>	<u>119,524</u>
<b>TOTAL FUNDS</b>					
				<u>46,812</u>	<u>119,524</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 28 February 2022.

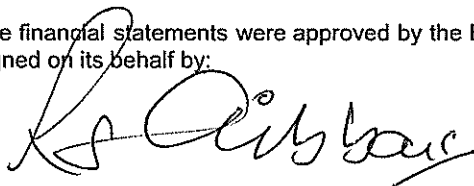
The members have not required the company to obtain an audit of its financial statements for the year ended 28 February 2022 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its 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 2 August 2022 and were signed on its behalf by:



Mr Robin Stephen Gibbons - Trustee

The notes form part of these financial statements

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 28 FEBRUARY 2022**

**1. CHARITY STATUS**

The charity is a charity limited by guarantee and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £Nil towards the assets of the charity in the event of liquidation.

**2. 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.

**Statement of compliance**

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

**Basis of preparation**

The Disability Foundation Ltd meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

**Income**

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.

**Expenditure**

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.

**Raising funds**

These are costs incurred in attracting voluntary income, the management of investments and those incurred in trading activities that raise funds.

**Charitable activities**

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

**Governance costs**

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees' meetings and reimbursed expenses.

**Tangible fixed assets**

Individual fixed assets are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses. Depreciation is provided at 33 1/3 % to write off the costs less estimated residual value of each asset over its useful economic life.

**Taxation**

The Charity is exempt from corporation tax on its charitable activities.

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 28 FEBRUARY 2022

2. ACCOUNTING POLICIES - continued

**Fund accounting**

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

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.

**Hire purchase and leasing commitments**

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

**Pension costs and other post-retirement benefits**

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

3. OTHER TRADING ACTIVITIES

	28.2.22	28.2.21
	£	£
Fundraising events	650	356
Membership Subscriptions	4,960	675
	<u>5,610</u>	<u>1,031</u>

4. INVESTMENT INCOME

	28.2.22	28.2.21
	£	£
Interest receivable on bank deposits	515	702
	<u>515</u>	<u>702</u>

5. NET INCOME/(EXPENDITURE)

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

	28.2.22	28.2.21
	£	£
Depreciation - owned assets	490	555
Other operating leases	(603)	5,749
	<u>490</u>	<u>5,749</u>

6. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 28 February 2022 nor for the year ended 28 February 2021.

**Trustees' expenses**

There were no trustees' expenses paid for the year ended 28 February 2022 nor for the year ended 28 February 2021.

**THE DISABILITY FOUNDATION LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 28 FEBRUARY 2022**

**7. STAFF COSTS**

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

	<b>28.2.22</b>	28.2.21
Charitable activities	<b>5</b>	4
Governance and Fundraising	<b>2</b>	1
	<u><b>7</b></u>	<u>5</u>

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

**8. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES**

	Unrestricted fund £	Restricted fund £	Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>			
Donations and legacies	18,952	-	18,952
<b>Charitable activities</b>			
Grants received	60,248	-	60,248
Other trading activities	1,031	-	1,031
Investment income	702	-	702
Other income	65,666	-	65,666
<b>Total</b>	<u>146,599</u>	<u>-</u>	<u>146,599</u>
<b>EXPENDITURE ON</b>			
Raising funds	14,314	-	14,314
<b>Charitable activities</b>			
Costs of generating donations and legacies	(3,244)	3,245	1
Expenditure on charitable activities	115,831	-	115,831
Governance Costs	6,720	-	6,720
<b>Total</b>	<u>133,621</u>	<u>3,245</u>	<u>136,866</u>
<b>NET INCOME/(EXPENDITURE)</b>	<u>12,978</u>	<u>(3,245)</u>	<u>9,733</u>
<b>RECONCILIATION OF FUNDS</b>			
Total funds brought forward	106,546	3,245	109,791
<b>TOTAL FUNDS CARRIED FORWARD</b>	<u><u>119,524</u></u>	<u><u>-</u></u>	<u><u>119,524</u></u>

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 28 FEBRUARY 2022

9. TANGIBLE FIXED ASSETS

	Fixtures and fittings £	Computer equipment £	Totals £
<b>COST</b>			
At 1 March 2021 and 28 February 2022	<u>31,281</u>	<u>52,631</u>	<u>83,912</u>
<b>DEPRECIATION</b>			
At 1 March 2021	30,791	52,631	83,422
Charge for year	<u>490</u>	<u>-</u>	<u>490</u>
At 28 February 2022	<u>31,281</u>	<u>52,631</u>	<u>83,912</u>
<b>NET BOOK VALUE</b>			
At 28 February 2022	<u>-</u>	<u>-</u>	<u>-</u>
At 28 February 2021	<u>490</u>	<u>-</u>	<u>490</u>

10. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	28.2.22	28.2.21
	£	£
Other debtors	795	-
Prepayments	<u>637</u>	<u>548</u>
	<u>1,432</u>	<u>548</u>

11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	28.2.22	28.2.21
	£	£
Trade creditors	688	1,173
Social security and other taxes	893	308
Other creditors	165	127
Accruals and deferred income	<u>1,260</u>	<u>12,556</u>
	<u>3,006</u>	<u>14,164</u>

12. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	28.2.22	28.2.21
	£	£
Bank loans (see note 13)	<u>50,000</u>	<u>50,000</u>

13. LOANS

An analysis of the maturity of loans is given below:

	28.2.22	28.2.21
	£	£
Amounts falling due between two and five years:		
Bank loans - 2-5 years	<u>50,000</u>	<u>50,000</u>

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 28 FEBRUARY 2022

14. MOVEMENT IN FUNDS

	At 1.3.21 £	Net movement in funds £	At 28.2.22 £
<b>Unrestricted funds</b>			
General fund	119,524	(72,712)	46,812
<b>TOTAL FUNDS</b>	<u>119,524</u>	<u>(72,712)</u>	<u>46,812</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	83,032	(155,744)	(72,712)
<b>TOTAL FUNDS</b>	<u>83,032</u>	<u>(155,744)</u>	<u>(72,712)</u>

Comparatives for movement in funds

	At 29.2.20 £	Net movement in funds £	At 28.2.21 £
<b>Unrestricted funds</b>			
General fund	106,546	12,978	119,524
<b>Restricted funds</b>			
Restricted Funds	3,245	(3,245)	-
<b>TOTAL FUNDS</b>	<u>109,791</u>	<u>9,733</u>	<u>119,524</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	146,599	(133,621)	12,978
<b>Restricted funds</b>			
Restricted Funds	-	(3,245)	(3,245)
<b>TOTAL FUNDS</b>	<u>146,599</u>	<u>(136,866)</u>	<u>9,733</u>

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 28 FEBRUARY 2022

14. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 29.2.20 £	Net movement in funds £	At 28.2.22 £
<b>Unrestricted funds</b>			
General fund	106,546	(59,734)	46,812
<b>Restricted funds</b>			
Restricted Funds	3,245	(3,245)	-
<b>TOTAL FUNDS</b>	<u>109,791</u>	<u>(62,979)</u>	<u>46,812</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	229,631	(289,365)	(59,734)
<b>Restricted funds</b>			
Restricted Funds	-	(3,245)	(3,245)
<b>TOTAL FUNDS</b>	<u>229,631</u>	<u>(292,610)</u>	<u>(62,979)</u>

15. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 28 February 2022.

**THE DISABILITY FOUNDATION LIMITED**

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 28 FEBRUARY 2022**

	28.2.22 £	28.2.21 £
<b>INCOME AND ENDOWMENTS</b>		
<b>Donations and legacies</b>		
Regular giving and capital donations	46,719	13,952
Patronage	-	5,000
Grants	6,250	-
	<u>52,969</u>	<u>18,952</u>
<b>Other trading activities</b>		
Fundraising events	650	356
Membership Subscriptions	4,960	675
	<u>5,610</u>	<u>1,031</u>
<b>Investment income</b>		
Interest receivable on bank deposits	515	702
<b>Charitable activities</b>		
Grants received	-	60,248
<b>Other income</b>		
Furlough grant	23,938	65,666
<b>Total incoming resources</b>	<b>83,032</b>	<b>146,599</b>
<b>EXPENDITURE</b>		
<b>Raising donations and legacies</b>		
Wages	12,828	14,083
Social security	615	61
Pensions	122	170
	<u>13,565</u>	<u>14,314</u>
<b>Charitable activities</b>		
Wages	72,693	79,803
Social security	3,483	346
Pensions	689	961
Other operating leases	(603)	5,749
Rates and water	288	162
Insurance	3,216	2,145
Telephone	1,586	2,804
Postage and stationery	1,712	450
Sundries	106	36
Therapists - Treatment Costs	26,316	5,352
Therapists - Supplies	1,246	181
Therapists - Towels	4,452	219
Volunteer Expenses	-	336
Travelling	526	-
Office Cleaning	2,816	839
IT and Computer Services	7,537	4,626
Consultants costs	3,172	9,499
Carried forward	129,235	113,508

This page does not form part of the statutory financial statements

**THE DISABILITY FOUNDATION LIMITED****DETAILED STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 28 FEBRUARY 2022**

	28.2.22	28.2.21
	£	£
<b>Charitable activities</b>		
Brought forward	<b>129,235</b>	113,508
Repairs and renewals	-	1,414
Subscriptions	<b>215</b>	355
Depreciation: Fixtures and Computer Equipment	<b>490</b>	555
	<b>129,940</b>	115,832
<b>Support costs</b>		
<b>Finance</b>		
Bank charges	<b>691</b>	-
<b>Governance costs</b>		
Accountancy and payroll costs	<b>10,288</b>	5,340
Independent Examiners Fees	<b>1,260</b>	1,380
	<b>11,548</b>	6,720
Total resources expended	<b>155,744</b>	136,866
<b>Net (expenditure)/income</b>	<b>(72,712)</b>	9,733

This page does not form part of the statutory financial statements

**THE DISABILITY FOUNDATION LIMITED**

England & Wales - Charity number 1076761

---

# Accounts

---



**the disability foundation**  
the holistic health charity for every body

Registered charity No.1076761

# **Annual General Report**

**March 2020  
To  
February 2021**

**THE DISABILITY FOUNDATION LIMITED**

**CONTENTS OF THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 28 FEBRUARY 2021**

	<b>Page</b>
<b>Legal and Administrative Details</b>	1
<b>Report of the Chief Executive</b>	2 to 5
<b>Report of the Trustees</b>	6 to 11
<b>Independent Examiner's Report</b>	12
<b>Statement of Financial Activities</b>	13
<b>Balance Sheet</b>	14
<b>Notes to the Financial Statements</b>	15 to 20
<b>Detailed Statement of Financial Activities</b>	21 to 22

## LEGAL AND ADMINISTRATIVE DETAILS

**Charity number** 1076761

**Company registration number** 03705381 (England and Wales)

**Registered office** c/o Royal National Orthopaedic Hospital  
Brockley Hill  
Stanmore  
Middlesex  
HA7 4LP

**Trustees**

Robin Gibbons	Trustee, Chair
Michele Freedman	Trustee
Rebecca Lowrie	Trustee
Ruth Vickers	Trustee

**Independent Examiner** Sanjay And, Waterfords Europe Limited t/a  
Jon Avol Waterfords

## **CHIEF EXECUTIVE'S REPORT**

TDF is pleased to present the Annual Report and summarised Accounts for March 2020 – February 2021.

TDF is pleased to present the Annual Report and summarised Accounts for March 2020-February 2021.

March 2020 was the onset of COVID 19 pandemic and TDF was forced to shut its centre in Stanmore and all its outreach work with partner organisations due to government regulations. As a result, our members felt isolated and also started suffering from loneliness, anxiety and stress due to the lockdown. In response to feedback from our members, TDF therefore launched an online service on Zoom with daily wellbeing webinars and one to one online sessions. We also launched an online support service for our members in the form of TEA@TDF – a weekly drop in session on Zoom.

The main focus of the charity w during this financial year was on devising new protocols for re-opening the centre based on the strict guidelines form the government, NHS and RNOH. However, due to the repeated lockdowns, TDF was unable to open its centre until April 2021.

The pandemic has been a huge challenge for the charity's survival. However, TDF realises it has an even larger role to play in supporting disabled people, their families and carers as well as the NHS. TDF's services – whether face to face or remote - will be needed more than ever for recovery and rehab, to combat loneliness and isolation not to mention the physical and mental effects of the ongoing pandemic situation. I would like to thank everyone for the care and dedication that surrounds this special charity, especially when it faces challenges that could not have been foreseen. TDF relies on you - its members, supporters, friends, advisors, patrons and donors as well as of course its wonderful volunteers, therapists and support staff. Your support and commitment to TDF means so much – now more than ever.

Very best wishes



**Julia Henry Lee**  
**CEO**

## Monitoring and Evaluation

This is the monitoring report for TDF's Project related to the funding from Harrow Giving Coronavirus Emergency Response for Advice, Information and Befriending Fund, for the period March 2020 – February 2021, so all figures shown here are until February 2021.

TDF started the first part of its proposed Wellbeing Hub on 16<sup>th</sup> July 2020, with its Daily Wellbeing Webinar sessions. These sessions were conducted via Zoom and were hosted by a different Team TDF therapist every day. Therapists delivered different relaxation therapies such as mindfulness, self-care massage, seated exercise and breathing in order to provide help, advice and information on self-care, stress and wellbeing and providing support to Harrow Residents whilst we are not able to practice other hands on therapies.

The second part of TDF's wellbeing hub, which started in September 2020, was to deliver online one to one therapy sessions such as counselling, hypnotherapy, physical wellbeing, cranio-sacral therapy and nutritional therapy.

Another project under the wellbeing hub was Tea@TDF, TDF's very own virtual 'get together'. This was a chance for TDF members to catch up with TeamTDF and fellow members and interact, share experiences, swap stories and connect with others. This proved to be popular in the winter months during the second lockdown, when people were feeling very isolated and vulnerable. The sessions were hosted by TeamTDF staff and volunteers.

TDF also provided online outreach sessions to the beneficiaries of other disability / carer organisations. During these sessions, a TeamTDF therapist delivered an interactive webinar where the beneficiaries of the other organisations can join in and participate. This is followed by a short Q&A Session. So far, TDF has conducted online outreach sessions on physical wellbeing, pain management and acupressure.

The tables below show the various demographics of the participants in the various projects of TDF's wellbeing hub from July 2020 to February 2021.

Table 1 – Total number of participants from July 2020 – February 2021 -

<b>TOTAL ATTENDEES</b>	<b>TDF MEMBERS</b>	<b>HARROW RESIDENTS</b>
1254	1015	562

Table 2 – Age groups of participants from July 2020 – February 2021 -

<b>AGE GROUP</b>	<b>19-35 YEARS</b>	<b>36-50 YEARS</b>	<b>51-65 YEARS</b>	<b>66- 80 YEARS</b>	<b>80+ YEARS</b>
<b>TOTAL</b>	82	161	331	582	98

Table 3 – Shows whether participants are disabled, carers and those who were shielding

<b>GROUP</b>	<b>Disabled</b>	<b>Paid Carer</b>	<b>Unpaid carer</b>	<b>Caring for family member</b>	<b>NHS staff</b>	<b>Working for a disability org</b>	<b>Shielding</b>
<b>TOTAL</b>	851	87	143	57	50	167	140

Table 4 – Gender of participants

<b>Female</b>	1011
<b>Male</b>	243

Table 3 – Ethnic origins of participants

<b>Ethnic group</b>	<b>Total</b>
<b>Asian Indian</b>	277
<b>Black African</b>	7
<b>Black Caribbean</b>	49
<b>Dual nationality</b>	4
<b>Eastern European</b>	35
<b>Other Asian</b>	30
<b>Other Ethnic group</b>	10
<b>Other White</b>	118
<b>White &amp; Asian</b>	36
<b>White British</b>	608
<b>White Irish</b>	2
<b>Ethnicity not known</b>	78

TDF also distributed around a 100 wellbeing packs to Harrow residents and NHS staff. These packs included items to help people relax and destress during the ongoing pandemic situation as well as exercise sheets and self-care products etc promoting wellbeing.

This was a completely new venture for TDF. Pre covid TDF provided complementary therapies at our centre at The Royal National Orthopaedic Hospital in Stanmore which we had to shut in March 2020. We were unable to operate from the centre at the moment as it was used as the hospital COVID 19 testing hub. Our users had been

communicating with us regularly and asking us when we would be able to provide

hands on therapies because they felt isolated, very stressed and many were in pain without their hands on therapies. We also had a lot of new enquiries about therapy support that we can provide so the wellbeing webinars were designed to provide a new type of support. Our first session was on 16th July and since then we hosted half an hour sessions daily, until 12<sup>th</sup> April 2021, when we were able to re-open our centre. These webinars were open to TDF members and non-members, who are sent a Zoom link to join the webinars. A Wellbeing webinar factsheet was also sent to everyone, which gave a brief description of what each session will focus on. Besides this, we also made the recordings of these webinars and posted them on our You Tube channel.

## **REPORT OF THE TRUSTEES FOR THE YEAR ENDED 28 FEBRUARY 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 28 February 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).

### **Objectives, activities and Principal Activities of the Foundation**

The Disability Foundation is a pan-disability organisation which exists to support adults, children, their families, carers and friends coping with disability and social disadvantage. We do this in a number of ways:

- Offering complementary therapies to members
- Creating educational and awareness opportunities
- Distributing Newsletters
- Putting people in touch with local support networks

# REVIEW OF ACTIVITIES

## ACHIEVEMENT AND PERFORMANCE

### Charitable activities

TDF's targets and objectives for this year period were altered because of COVID-19. TDF was forced to shut its therapy centre in March 2020. TDF's building became the RNOH NHS site Covid testing hub so TDF was not able to re-open for face to face therapies until December 2020 and TDF was then forced to shut again due to the third lockdown. TDF's main objective was to maintain the charity during the global pandemic and plan for re-opening following government guidelines. This included looking new ways of working and measures for social distancing, PPE etc. TDF needed to look at new and additional income streams to deliver this. TDF utilized the furlough scheme to safeguard the charity as well.

Other key achievements include the following:

- 1.TDF managed to secure emergency funding from Harrow Council, National Lottery and the London Community Foundation Covid 19 Emergency Response Fund. The Joseph Levy Foundation also advised TDF that the remainder of their grant could be diverted to projects undertaken during the pandemic.
- 2.TDF looked at new ways to deliver therapies to those who need them the most as well as continue to support the NHS and carers with a large focus on keyworkers' wellbeing. TDF launched a new digital service to support members and the community in general: TDF-Online started in late July 2020 with one to one therapies online and free daily relaxation webinars. These were later developed into Group Wellbeing Sessions. In January 2021 during Lockdown 3 TDF launched Tea@TDF Online - a drop in chat session with TDF team members to combat the loneliness and isolation of the winter lockdown. In this way, TDF was able to continue providing wellbeing support and access to self-care.
- 3.TDF reviewed its digital presence and remote IT access to improve digital inclusion for its membership and improve TDF's IT systems so that they could be accessed securely off-site because of the increase in working from home.
- 4.TDF worked with its primary partners to continue to support people who are disabled or have chronic and complex medical conditions as well as their families and carers in particular the Peace Hospice where some hands on work was resumed during the various lockdowns.
- 5.TDF reviewed policies on safeguarding for delivering therapies online as well as new guidance on delivering face to face therapies when the centre re-opens.

### **Short term objectives include**

- Re-open the centre for face to face therapies and make necessary safety adjustments to the centre
- Improve social media tools.
- Continue to expand TDF Online Services and targeted group work.
- TDF will focus on its vital role in aiding COVID recovery in the community with the anticipation that there will be greater need because of the impact of COVID in terms of rehabilitation from illness, long Covid as well as the effects that the ongoing pandemic situation is having on general physical and mental health for example loneliness and isolation.
- Improve Therapists' recruitment
- Review fundraising and funding and identify new funding streams
- Re-approach TDF Patrons once the centre re-opens for therapies
- Review the possibility of offering Home Visits Therapy Service for certain therapies such as chiropody and introduce a lone working policy.
- Follow up with partner organisations to re-start outreach work - Peace Hospice, Northwick Park Hospital, Saracens Sport Foundation, Jewish Care, RNOH, Harrow Care Homes.

### **Fundraising activities**

Income has been generated via donations, emergency grant funding, gift aid and patronage.

## **FINANCIAL REVIEW**

### **Reserves policy**

The Trustees strive to increase reserves where possible but are generally satisfied with the current level, albeit a small fall in the figure was reported in the year under review. The aim is to have sufficient reserves to cover a full year's overhead costs of the charity.

### **Going concern**

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

## **FUTURE PLANS**

TDF still hopes to still achieve the targets below once the COVID19 pandemic / lockdown has ceased:

- Promote Fundraising Wellness Days
- Identify new patrons
- Follow up with Langdon to provide therapies
- Follow up on project working with RNOH Foot and Ankle team for specific foot issues.
- Identify new funding needs - in particular equipment/furniture updates and maintenance, IT updates, website, publicity material, social media campaigns, and fundraising events.

- Improve TDF's Outreach Documentation, policies and procedures. Improve membership communication to include monitoring and evaluation with questionnaires, testimonials, videos, comment books and feedback books for all wards, outreach venues and in Reception and online and regular mailshots
- Create TDF fundraising sponsored event packages such as fun runs/skydive
- Continue to raise awareness of TDF locally.
- Update TDF's IT system to windows 10 as recommend by TDF's IT supplier
- Continue to review TDF's position of staying on-site at RNOH
- Improve TDF's literature to include a folder brochure to target donors for more donations.
- Make counselling courses and end of life support available for all TDF staff plus a recommended reading list for therapists
- Consider offering specialist clinics for specific user groups - such as children, teenagers, carers, NHS- at specific opening times and introduce more themed group therapy sessions such as art therapy, well woman yoga, physio and occupational therapy
- Continue to increase expertise on Advisory Board

## **STRUCTURE, GOVERNANCE AND MANAGEMENT**

### **Governing document**

The Charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The Company is set up under its Memorandum and Articles of Association, registered as a Company Limited by Guarantee, registration number 03705381, and is registered with the Charity Commission under the Charities Act 2006, registration number 1076761.

The liability of the Trustees, being members of the charitable company, is limited. Every member of the Charity undertakes to contribute such amount as may be required (not exceeding £10) to the Charity's assets if it should be wound up while he or she is a member or within one year after he or she ceases to be a member, and of the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributories among themselves.

### **Recruitment and appointment of new trustees**

The management of the charity is the responsibility of the Trustees who are elected and co-opted under the terms of the Articles of Association.

The number of trustees shall be not less than three but not subject to any maximum. One third of the trustees, who have been in office longest retire by rotation at the Annual General Meeting (AGM). Additional trustees can be appointed by recommendation of the existing trustees or by standing for election at the AGM.

### **Organisational structure**

The Charity has a Board of Trustees that meet regularly. The Board makes final all operational decisions of the charity which are put forward by the senior management team. Day to day running of the charity is carried out by the Chief Executive Officer and the Deputy CEO's, together with a small team of support staff.

### **Induction and training of new trustees**

All new trustees, once elected, are inducted by the CEO. All new trustees are handed the NCVO publication The Good Trustee Guide and a pack which contains important organisational policies and documents. All Trustees are encouraged to attend regular training courses made available through the NCVO, LVSC and other local voluntary support bodies such as VAHC, as well as utilise online resources for Trustees and attend networking opportunities. All trustees are also invited to meet the management team and other key staff.

### **REFERENCE AND ADMINISTRATIVE DETAILS**

Registered Company number  
03705381 (England and Wales)

#### **Registered Charity number**

1076761

#### **Registered office**

Louis Fleischmann Building  
Brockley Hill  
Stanmore  
Middlesex  
HA7 4LP

#### **Trustees**

Mr Robin Stephen Gibbons Consultant  
Ms Rebecca Lowrie Sex Educator  
Ms Ruth Vickers Retired  
Ms Michele Freedman Voluntary Fundraiser/consultant

#### **Independent Examiner**

Sanjay Anand  
FCCA  
Waterfords Europe Limited t/a Jon Avol Waterfords  
204 Field End Road  
Eastcote  
Pinner  
Middlesex  
HA5 1RD

### **COMMENCEMENT OF ACTIVITIES**

The Disability Foundation was incorporated as a charitable company limited by guarantee on 1 February 1999. For the purposes of the Companies Act 2006 the Board of Trustees are regarded as Board of Directors of the company.

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 27 July 2021 and signed on its behalf by:

A handwritten signature in black ink, appearing to read 'R. Gibbons', written over a dotted horizontal line.

Mr Robin Stephen Gibbons - Trustee

## **INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF THE DISABILITY FOUNDATION LIMITED**

### **Independent examiner's report to the trustees of The Disability Foundation Limited ('the Company')**

I report to the charity trustees on my examination of the accounts of the Company for the year ended 28 February 2021.

#### **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**

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.



Sanjay Anand  
FCCA  
Waterfords Europe Limited t/a Jon Avol Waterfords  
204 Field End Road  
Eastcote  
Pinner  
Middlesex  
HA5 1RD

28 July 2021

**THE DISABILITY FOUNDATION LIMITED**

**STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 28 FEBRUARY 2021**

	Notes	Unrestricted fund £	Restricted fund £	<b>28.2.21 Total funds £</b>	28.2.20 Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations and legacies		<b>18,952</b>	-	<b>18,952</b>	205,742
<b>Charitable activities</b>					
Expenditure on charitable activities		<b>60,248</b>	-	<b>60,248</b>	-
Other trading activities	3	<b>1,031</b>	-	<b>1,031</b>	11,432
Investment income	4	<b>702</b>	-	<b>702</b>	875
Other income		<b>65,666</b>	-	<b>65,666</b>	-
<b>Total</b>		<b>146,599</b>	-	<b>146,599</b>	218,049
<b>EXPENDITURE ON</b>					
Raising funds		<b>14,314</b>	-	<b>14,314</b>	15,974
<b>Charitable activities</b>					
Costs of generating donations and legacies		<b>(3,244)</b>	<b>3,245</b>	<b>1</b>	-
Expenditure on charitable activities		<b>115,831</b>	-	<b>115,831</b>	201,437
Governance Costs		<b>6,720</b>	-	<b>6,720</b>	6,785
<b>Total</b>		<b>133,621</b>	<b>3,245</b>	<b>136,866</b>	224,196
<b>NET INCOME/(EXPENDITURE)</b>		<b>12,978</b>	<b>(3,245)</b>	<b>9,733</b>	<b>(6,147)</b>
<b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		<b>106,546</b>	<b>3,245</b>	<b>109,791</b>	115,938
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b><u>119,524</u></b>	<b><u>-</u></b>	<b><u>119,524</u></b>	<b><u>109,791</u></b>

## THE DISABILITY FOUNDATION LIMITED

### BALANCE SHEET 28 FEBRUARY 2021

	Notes	Unrestricted fund £	Restricted fund £	28.2.21 Total funds £	28.2.20 Total funds £
<b>FIXED ASSETS</b>					
Tangible assets	9	490	-	490	1,045
<b>CURRENT ASSETS</b>					
Debtors	10	548	-	548	3,504
Cash at bank and in hand		<u>182,650</u>	<u>-</u>	<u>182,650</u>	<u>115,816</u>
		<b>183,198</b>	<b>-</b>	<b>183,198</b>	119,320
<b>CREDITORS</b>					
Amounts falling due within one year	11	<u>(14,164)</u>	<u>-</u>	<u>(14,164)</u>	(10,574)
<b>NET CURRENT ASSETS</b>		<u><b>169,034</b></u>	<u><b>-</b></u>	<u><b>169,034</b></u>	<u>108,746</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<b>169,524</b>	<b>-</b>	<b>169,524</b>	109,791
<b>CREDITORS</b>					
Amounts falling due after more than one year	12	<u>(50,000)</u>	<u>-</u>	<u>(50,000)</u>	-
<b>NET ASSETS</b>		<u><b>119,524</b></u>	<u><b>-</b></u>	<u><b>119,524</b></u>	<u>109,791</u>
<b>FUNDS</b>	14				
Unrestricted funds:					
General fund				<b>119,524</b>	106,546
Restricted funds:					
Restricted Funds				<u>-</u>	<u>3,245</u>
<b>TOTAL FUNDS</b>				<u><b>119,524</b></u>	<u>109,791</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 28 February 2021.

The members have not required the company to obtain an audit of its financial statements for the year ended 28 February 2021 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its 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 27 July 2021 and were signed on its behalf by:

Mr Robin Stephen Gibbons - Trustee

## THE DISABILITY FOUNDATION LIMITED

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 28 FEBRUARY 2021

#### 1. CHARITY STATUS

The charity is a charity limited by guarantee and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £Nil towards the assets of the charity in the event of liquidation.

#### 2. 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.

##### **Statement of compliance**

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

##### **Basis of preparation**

The Disability Foundation Ltd meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

##### **Income**

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.

##### **Expenditure**

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.

##### **Raising funds**

These are costs incurred in attracting voluntary income, the management of investments and those incurred in trading activities that raise funds.

##### **Charitable activities**

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

##### **Governance costs**

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees' meetings and reimbursed expenses.

##### **Tangible fixed assets**

Individual fixed assets are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses. Depreciation is provided at 33 1/3 % to write off the costs less estimated residual value of each asset over its useful economic life.

##### **Taxation**

The Charity is exempt from corporation tax on its charitable activities.

##### **Fund accounting**

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

## THE DISABILITY FOUNDATION LIMITED

### NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 28 FEBRUARY 2021

#### 2. ACCOUNTING POLICIES - continued

##### Fund accounting

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.

##### Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

##### Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

#### 3. OTHER TRADING ACTIVITIES

	28.2.21	28.2.20
	£	£
Fundraising events	356	921
Membership Subscriptions	675	10,511
	<u>1,031</u>	<u>11,432</u>

#### 4. INVESTMENT INCOME

	28.2.21	28.2.20
	£	£
Interest receivable on bank deposits	702	875

#### 5. NET INCOME/(EXPENDITURE)

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

	28.2.21	28.2.20
	£	£
Depreciation - owned assets	555	4,439
Other operating leases	5,749	6,029

#### 6. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 28 February 2021 nor for the year ended 28 February 2020.

##### Trustees' expenses

There were no trustees' expenses paid for the year ended 28 February 2021 nor for the year ended 28 February 2020.

**THE DISABILITY FOUNDATION LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 28 FEBRUARY 2021**

**7. STAFF COSTS**

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

	<b>28.2.21</b>	28.2.20
Charitable activities	<u>4</u>	4
Governance and Fundraising	<u>1</u>	<u>1</u>
	<u><b>5</b></u>	<u>5</u>

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

**8. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES**

	Unrestricted fund £	Restricted fund £	Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>			
Donations and legacies	205,742	-	205,742
Other trading activities	11,432	-	11,432
Investment income	<u>875</u>	<u>-</u>	<u>875</u>
<b>Total</b>	218,049	-	218,049
<b>EXPENDITURE ON</b>			
Raising funds	15,974	-	15,974
<b>Charitable activities</b>			
Expenditure on charitable activities	199,682	1,755	201,437
Governance Costs	6,785	-	6,785
	<u>222,441</u>	<u>1,755</u>	<u>224,196</u>
<b>Total</b>	222,441	1,755	224,196
<b>NET INCOME/(EXPENDITURE)</b>	(4,392)	(1,755)	(6,147)
<b>RECONCILIATION OF FUNDS</b>			
<b>Total funds brought forward</b>	110,938	5,000	115,938
	<u>106,546</u>	<u>3,245</u>	<u>109,791</u>
<b>TOTAL FUNDS CARRIED FORWARD</b>	<u>106,546</u>	<u>3,245</u>	<u>109,791</u>

**THE DISABILITY FOUNDATION LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 28 FEBRUARY 2021**

**9. TANGIBLE FIXED ASSETS**

	Fixtures and fittings £	Computer equipment £	Totals £
<b>COST</b>			
At 29 February 2020 and 28 February 2021	<u>31,281</u>	<u>52,631</u>	<u>83,912</u>
<b>DEPRECIATION</b>			
At 29 February 2020	<u>30,236</u>	<u>52,631</u>	<u>82,867</u>
Charge for year	<u>555</u>	<u>-</u>	<u>555</u>
At 28 February 2021	<u>30,791</u>	<u>52,631</u>	<u>83,422</u>
<b>NET BOOK VALUE</b>			
At 28 February 2021	<u>490</u>	<u>-</u>	<u>490</u>
At 28 February 2020	<u>1,045</u>	<u>-</u>	<u>1,045</u>

**10. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	<b>28.2.21</b>	28.2.20
	£	£
Other debtors	-	2,500
Prepayments	<u>548</u>	<u>1,004</u>
	<u>548</u>	<u>3,504</u>

**11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	<b>28.2.21</b>	28.2.20
	£	£
Trade creditors	1,173	7,173
Social security and other taxes	308	1,992
Other creditors	127	269
Accruals and deferred income	<u>12,556</u>	<u>1,140</u>
	<u>14,164</u>	<u>10,574</u>

**12. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR**

	<b>28.2.21</b>	28.2.20
	£	£
Bank loans (see note 13)	<u>50,000</u>	<u>-</u>

**13. LOANS**

An analysis of the maturity of loans is given below:

	<b>28.2.21</b>	28.2.20
	£	£
Amounts falling due between two and five years:		
Bank loans - 2-5 years	<u>50,000</u>	<u>-</u>

The notes form part of these financial statements

**THE DISABILITY FOUNDATION LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 28 FEBRUARY 2021**

**14. MOVEMENT IN FUNDS**

	At 29.2.20 £	Net movement in funds £	At 28.2.21 £
<b>Unrestricted funds</b>			
General fund	<b>106,546</b>	<b>12,978</b>	<b>119,524</b>
<b>Restricted funds</b>			
Restricted Funds	<b>3,245</b>	<b>(3,245)</b>	<b>-</b>
<b>TOTAL FUNDS</b>	<b><u>109,791</u></b>	<b><u>9,733</u></b>	<b><u>119,524</u></b>

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

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	<b>146,599</b>	<b>(133,621)</b>	<b>12,978</b>
<b>Restricted funds</b>			
Restricted Funds	<b>-</b>	<b>(3,245)</b>	<b>(3,245)</b>
<b>TOTAL FUNDS</b>	<b><u>146,599</u></b>	<b><u>(136,866)</u></b>	<b><u>9,733</u></b>

**Comparatives for movement in funds**

	At 1.3.19 £	Net movement in funds £	At 28.2.20 £
<b>Unrestricted funds</b>			
General fund	110,938	(4,392)	106,546
<b>Restricted funds</b>			
Restricted Funds	5,000	(1,755)	3,245
<b>TOTAL FUNDS</b>	<b><u>115,938</u></b>	<b><u>(6,147)</u></b>	<b><u>109,791</u></b>

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

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	218,049	(222,441)	(4,392)
<b>Restricted funds</b>			
Restricted Funds	-	(1,755)	(1,755)
<b>TOTAL FUNDS</b>	<b><u>218,049</u></b>	<b><u>(224,196)</u></b>	<b><u>(6,147)</u></b>

**THE DISABILITY FOUNDATION LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 28 FEBRUARY 2021**

**14. MOVEMENT IN FUNDS - continued**

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.3.19 £	Net movement in funds £	At 28.2.21 £
<b>Unrestricted funds</b>			
General fund	110,938	8,586	119,524
<b>Restricted funds</b>			
Restricted Funds	5,000	(5,000)	-
<b>TOTAL FUNDS</b>	<u>115,938</u>	<u>3,586</u>	<u>119,524</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	364,648	(356,062)	8,586
<b>Restricted funds</b>			
Restricted Funds	-	(5,000)	(5,000)
<b>TOTAL FUNDS</b>	<u>364,648</u>	<u>(361,062)</u>	<u>3,586</u>

**15. RELATED PARTY DISCLOSURES**

There were no related party transactions for the year ended 28 February 2021.

**THE DISABILITY FOUNDATION LIMITED**

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 28 FEBRUARY 2021**

	28.2.21 £	28.2.20 £
<b>INCOME AND ENDOWMENTS</b>		
<b>Donations and legacies</b>		
Regular giving and capital donations	13,952	168,742
Patronage	<u>5,000</u>	<u>37,000</u>
	<b>18,952</b>	205,742
<b>Other trading activities</b>		
Fundraising events	356	921
Membership Subscriptions	<u>675</u>	<u>10,511</u>
	<b>1,031</b>	11,432
<b>Investment income</b>		
Interest receivable on bank deposits	702	875
<b>Charitable activities</b>		
Grants received	60,248	-
<b>Other income</b>		
Furlough grant	<u>65,666</u>	<u>-</u>
<b>Total incoming resources</b>	<b>146,599</b>	218,049
<b>EXPENDITURE</b>		
<b>Raising donations and legacies</b>		
Wages	14,083	15,545
Social security	61	241
Pensions	<u>170</u>	<u>188</u>
	<b>14,314</b>	15,974
<b>Charitable activities</b>		
Wages	79,803	88,090
Social security	346	1,364
Pensions	961	1,063
Other operating leases	5,749	6,029
Rates and water	162	1,158
Insurance	2,145	2,008
Telephone	2,804	1,412
Postage and stationery	450	3,681
Sundries	36	1,111
Therapists - Treatment Costs	5,352	63,771
Therapists - Supplies	181	1,739
Therapists - Towels	219	749
Volunteer Expenses	336	4,526
Fundraising costs	-	10
Travelling	-	402
Office Cleaning	839	5,968
Laundry	-	728
IT and Computer Services	4,626	5,388
Consultants costs	9,499	6,214
Repairs and renewals	1,414	193
Carried forward	<b>114,922</b>	195,604

**THE DISABILITY FOUNDATION LIMITED**

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 28 FEBRUARY 2021**

	28.2.21 £	28.2.20 £
<b>Charitable activities</b>		
Brought forward	<b>114,922</b>	195,604
Subscriptions	<b>355</b>	186
Training costs	-	120
Depreciation: Fixtures and Computer Equipment	<u><b>555</b></u>	<u>4,439</u>
	<b>115,832</b>	200,349
<b>Support costs</b>		
<b>Finance</b>		
Bank charges	-	1,088
<b>Governance costs</b>		
Accountancy and payroll costs	<b>5,340</b>	5,645
Independent Examiners Fees	<u><b>1,380</b></u>	<u>1,140</u>
	<u><b>6,720</b></u>	<u>6,785</u>
Total resources expended	<u><b>136,866</b></u>	<u>224,196</u>
<b>Net income/(expenditure)</b>	<u><u><b>9,733</b></u></u>	<u><u>(6,147)</u></u>

This page does not form part of the statutory financial statements

