



CHOICE IN HACKNEY

(Company Limited by guarantee)

TRUSTEES REPORT

AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31st MARCH 2022

COMPANY NO: 03423122

CHARITY NO : 1077287

CHOICE IN HACKNEY
TRUSTEES REPORT
AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31st MARCH 2022

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CHOICE IN HACKNEY
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31st MARCH 2022

The Trustees present their report and the audited financial statements for the year ended 31st March 2022.

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees

Sandra Rennie	Chair (resigned on 19 th January 2022)
Andrew Price	Vice-Chair
Malcolm Aickin	Treasurer
Thomas Brayford	(appointed on 1 st April 2022)
Patricia Charlesworth	
Susan E Childs	
Mary Julian	
Debra Schiman	
Bharat Siyani	

Advisor Alex Rook

**Company Secretary and
Executive Director** Caroline Nelson

Company reg.no. 03423122

Charity reg.no. 1077287

Registered Office CHOICE IN HACKNEY
Defoe Block, Ground Floor
50 Hoxton Street
London
N1 6LP

Auditors Knox Cropper LLP
65 Leadenhall Street
London
EC3A 2AD

Bankers Barclays Bank PLC
3-5 Kingsland High Street
London
E8 2JT

CHOICE IN HACKNEY
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31st MARCH 2022

The trustees (who are also the directors of the charitable company for the purposes of the Companies Act) present their combined directors' report and trustees' report, as required by company law, together with the audited financial statements of Choice in Hackney (the Charity) for the year ended 31 March 2022. The trustees confirm that the trustees' report and financial statements of the Charity comply with the current statutory requirements, the requirements of the Charity's governing document and the provisions of the Statement of Recommended Practice (SORP) "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).

Administration Details of the Charity, its Trustees and Advisors

Administration details relating to CHOICE are set out under Legal and Administrative Information, on page 1.

Structure, Governance and Management

The Charity is a company limited by guarantee and is governed by its Memorandum and Articles of Association.

Trustees are recruited from members of the Charity, ex-employees and from the wider community. They are elected and co-opted under the terms of the company's Articles of Association. Users are represented on the Board of Trustees. At the Annual General Meeting, the Board of Trustees is elected by the members of the Charity and serves from the close of that meeting until the close of the succeeding Annual General Meeting. The Board of Trustees consists of not less than 3 members and until otherwise determined by a General Meeting, not more than 12 members.

The Trustees were given an induction to the work of CHOICE by the Executive Director and introduced to all staff members. The formal policies and procedures are reviewed annually.

The Management of the Charity is the responsibility of the Board of Trustees. Operational decisions are taken by the Executive Director and staff. Strategic decisions are made by the Board of Trustees in consultation with the Executive Director. The Board of Trustees meets at least 4 times a year and the Executive Director normally attends all meetings.

The Trustees have assessed the major risks to which the charity is exposed, and in particular, to those related to its operations and finances of the Charity, and are satisfied that systems and procedures are in place to mitigate exposure to the major risks. A review of the risk assessment was carried out by members of the Board of Trustees and the Executive Director during the year.

Public Benefit

In reviewing the Charity's aims and objectives and in planning future activities, the Trustees refer to the Charity Commission's general guidance on public benefit.

Objectives and Activities

CHOICE has the charitable objects of working with disabled, Greater London residents by providing Independent Living Services such as: Active Lifestyle, Advocacy, Befriending Plus / Volunteering, Disability Hate Crime and Training & Employment.

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The objects of the Charity are:

- a) To relieve disabled persons in Greater London who require assistance to realise their full potential and lead fulfilling lives. In particular, by the provision of a service that assists such persons to obtain their full rights and privileges as citizens.
- b) To advance the education of the general public as to the needs and interests of disabled people. From July 2008, The Charity Commission has allowed CHOICE to operate across Greater London and the company's Memorandum has been changed accordingly.

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Review of Activities, Achievements and Performance:

In the period under review, CHOICE promoted the following services to disabled Greater London residents aged 18 plus and their networks:

- Active Lifestyle
- Advocacy
- Disability Hate Crime
- Befriending Plus / Volunteering
- Training & Employment

a) Active Lifestyle and Befriending Plus / Volunteering:

During the year we combined our Active Lifestyle with its sister project, Befriending Plus / Volunteering in order to encourage maximum take-up of their services. Thanks to part-funding from CMS Social Impact Fund, Hackney Giving's CCG Coronavirus Crisis & Recovery Programme, Hackney Parochial Charities and South Hackney Parochial Charity, we engaged local disabled people in activities which greatly improved their overall physical and mental health. Almost all of our beneficiaries (both volunteers and service users) reported a greater feeling of wellbeing and physical fitness after participating in our programmes.

Activities:

In particular, we delivered:

- 12 online exercise sessions via Zoom Video Conferencing where 39 service users could enjoy keep fit activities from the comfort of their homes. Activities included low impact seated Solo-Salsa (or SOSA for short) where attendees engage in coordinated dance moves with the aid of maracas to Latin rhythms; Clubercise sessions – recreating a club atmosphere with disco lights and music; Relax & Refresh sessions for gentle stretching and breathing exercises plus general exercise sessions with trained and accredited coaches.
- 36 online social clubs which allowed 112 disabled service users to bond over shared interests and experiences. This included sessions on art and culture i.e. a virtual gallery tour and talk hosted by the National Gallery and virtual tours around cities, as well as location guessing games for attendees.
- A walking friends service where volunteers encourage service users to leave their homes, take exercise and enjoy the fresh air.
- A volunteer-led gardening service: transforming disabled people's inaccessible green spaces into places they can conveniently take in the fresh air, exercise in private and enjoy time outdoors with their families.

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Review of Activities, Achievements and Performance continued:

a) Active Lifestyle and Befriending Plus / Volunteering continued:

Activities continued:

- Befriending services to further reduce any feelings of social isolation and encourage engagement with the outside world and the local community. Volunteers regularly called service users to speak on any subject they like.
- A shopping and medication drop-off service for disabled people, where items were purchased and delivered to their door by a volunteer. In some cases, the volunteer would accompany the service user on local shopping trips to allow the disabled person to get out and about locally, interact and engage with others in their neighbourhood.

Promotional leaflet:

The leaflet outlines:

- *the services offered by the projects together with*
- *an image of a volunteer and service user enjoying a day in the park; and*
- *participants enjoying a seated online exercise session.*



CHOICE IN HACKNEY
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FOR THE YEAR ENDED 31st MARCH 2022

Review of Activities, Achievements and Performance continued:

a) Active Lifestyle and Befriending Plus / Volunteering continued:

The projects had many positive impacts, which mainly revolved around improvements to mental and physical wellbeing, and reduced feelings of isolation (both from other people and services).

Activities:

Most participants felt that because the exercise sessions, social groups, and befriending were delivered online or via the telephone, they were fully accessible to them. Our gardening service allowed them to access their green outdoor spaces to take in fresh air (alone or in company). Also, thanks to funding, they were very grateful the services were free. In particular:

- The online exercise sessions had a tremendous impact on our service users who felt the physical fitness sessions were enjoyable and beneficial, but also they created an opportunity to socialise, and gave them something to look forward to.
- The befriending service and social groups provided a way for service users to meet on a regular basis, and make connections to combat isolation. This positively impacted their mental and physical health with some commenting the social club gave the opportunity to communicate openly and affectionately with new friends.
- The walking friends service benefited the physical fitness and mental wellbeing of service users and volunteers (some of whom were also disabled people). All participants of this activity benefited from having someone to keep them motivated to go on local walks.
- As the Coronavirus pandemic made it difficult and frightening for our service users to leave their homes, our gardening service had provided them with an accessible, green space in their back gardens, where they could take in fresh air alone or with company. This made a real difference to some local disabled people being able to enjoy an active lifestyle (as opposed to being in complete isolation).
- Service users reported our Befriending service gave them a sense of connection and improved their general outlook. Due to these regular engagements with volunteers, some disabled people reported they were more likely to take better care of their own wellbeing, and i.e. engage in some gentle exercise.
- The shopping and medication drop-off service reduced the stress and anxiety levels of service users as they no longer had to struggle to mobilise themselves to go to shops / pharmacists in order to take their medication at the appropriate time or eat well.

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Review of Activities, Achievements and Performance continued:

a) Active Lifestyle and Befriending Plus / Volunteering continued:

Added benefits of activities:

It is understood that adults with strong social connections have reduced risk of contracting health issues (e.g. depression, high blood pressure, an unhealthy body mass index). Our activities assisted service users to maintain their physical and mental health and, in many cases, manage their impairments better. These services greatly reduced the stress experienced by our disabled service users particularly during lockdown, and increased their awareness of activities in their local area.

Overcoming barriers:

The greatest barriers imposed on the service were by the fluctuating Coronavirus lockdown rules, but in every case we were able to adapt the service and continue our valuable work with our service users.

Longer term impacts:

Some of the longer term impacts of this funded work includes:

- The relationships between service users and volunteers continuing beyond the funded period with minimal support from CHOICE until we receive further funding;
- Service users and volunteers expanding their social circles via contacts made through the social club, where they can continue to meet and motivate each other to live their best life and consequently reduce any feelings of isolation;
- A recent survey showed 82% of service users reported they enjoyed the online exercise sessions and 91% reported having better physical or mental wellbeing as a result of these sessions;
- Some of the techniques and exercises utilised in the online exercise classes will continue to be practiced so that service users can experience the health benefits of taking regular, gentle exercise and share these benefits with their communities.

We are very grateful for the funding we received as it has allowed us to not only support a substantially increased number of service users but also to think differently about the services we are able to offer, and how we might further support the lifestyles of our disabled service users in the future now that Coronavirus has become an endemic as opposed to the initial pandemic. This is because being engaged in such activities has had a massive positive impact on the health and wellbeing of local disabled people who were able to engage in activities that allowed them to meet new people, stay active and healthy as well as combat much of the stresses that were around during i.e. lockdowns. We are hopeful that these benefits will continue well into the future for disabled people.

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Review of Activities, Achievements and Performance continued:

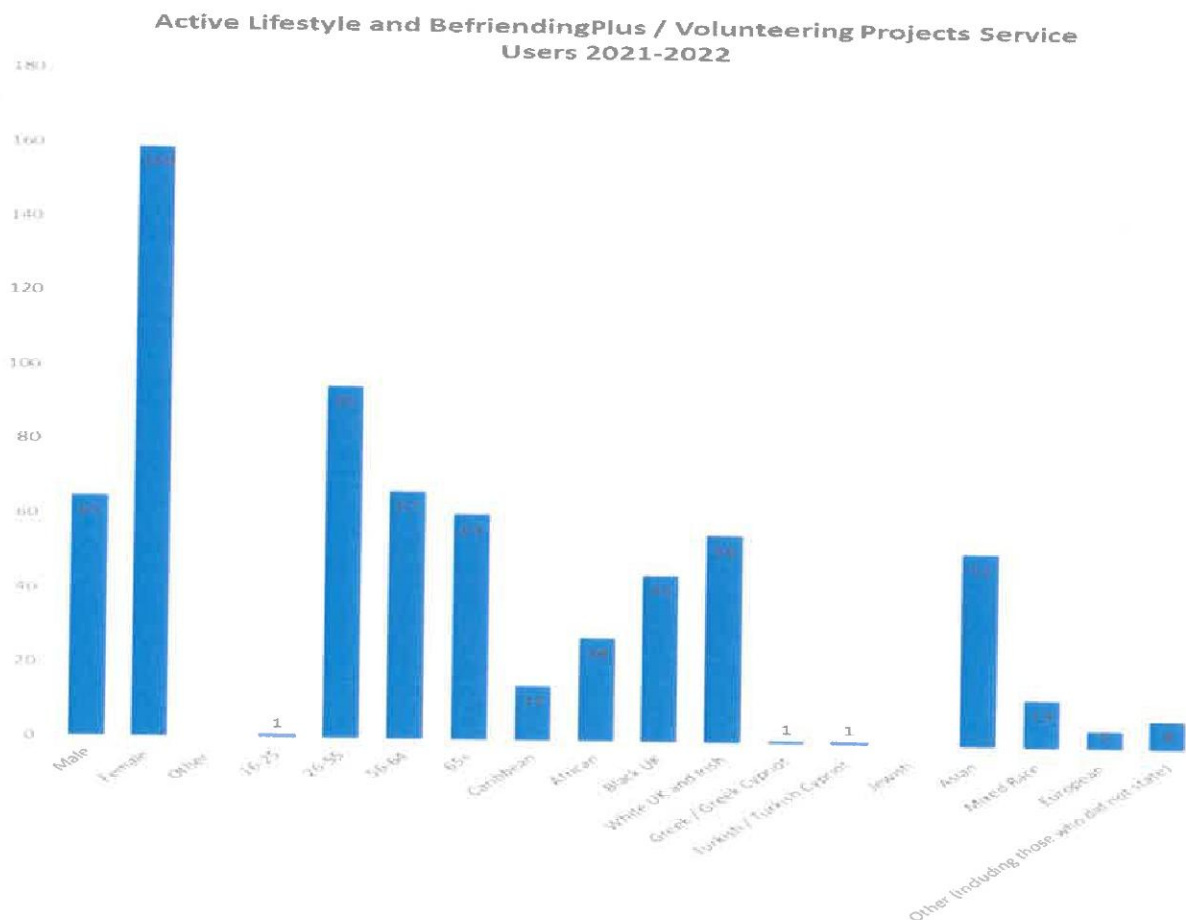
a) Active Lifestyle and Befriending Plus / Volunteering continued:

Longer term impacts continued:

The current financial constraints that have affected many individuals which will be particularly felt by disabled people and they will also need for there to be equity of access to services that are free, affordable and local so that they can continue to improve their mental and physical wellbeing into the future.

The Active Lifestyle and Befriending Plus projects supported the following people during the period: Active Lifestyle's service users were 40 (38 in 2020-21); Befriending Plus service users were 184 (136 in 2020-21); and Befriending Plus volunteers totalled 138 (137 in 2020-21).

The following bar charts combines the statistical data for both the Active Lifestyle and Befriending Plus / Volunteering Projects:

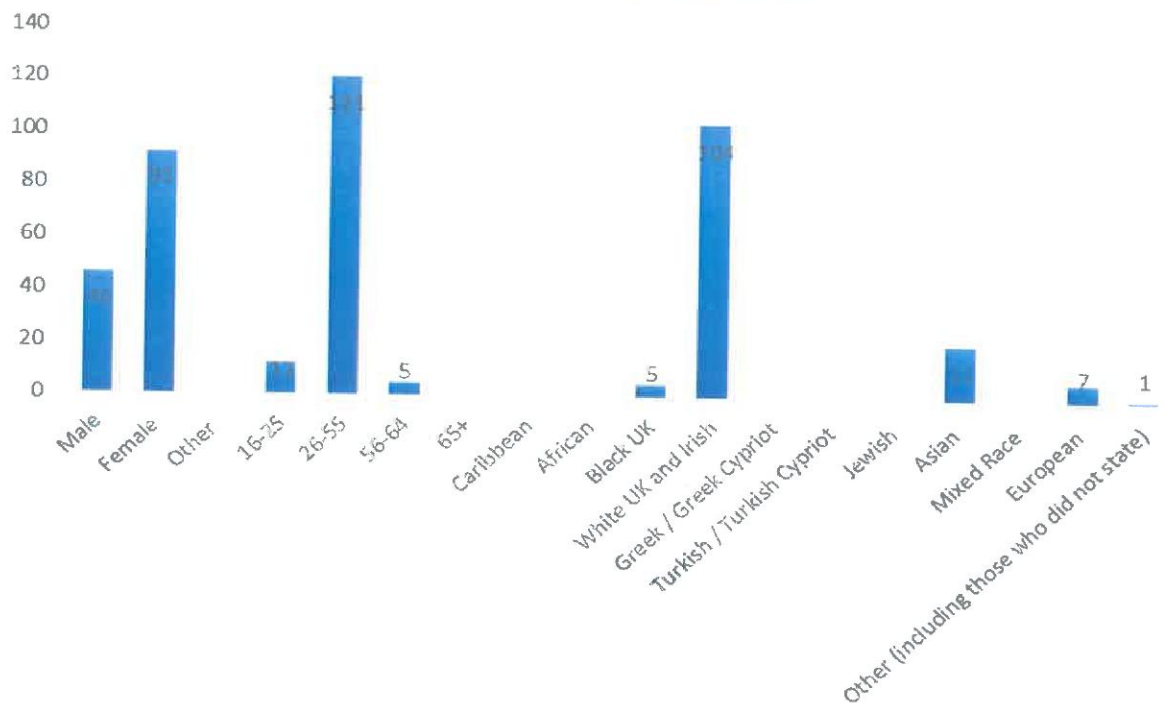


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Review of Activities, Achievements and Performance continued:

a) Active Lifestyle and Befriending Plus / Volunteering continued:

**BefriendingPlus (Volunteering) -
Volunteers 2021-2022**



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Review of Activities, Achievements and Performance continued:

b) Advocacy:

CHOICE advocates support our disabled service users to obtain the services needed to live an independent and dignified lifestyle in the community. The Advocate works in 'partnership' with the disabled user to obtain his/her rights.

We are pleased to report that CHOICE remains part of a strong network of local community organisations, who operate within London Borough of Hackney's advocacy service, which has The Advocacy Project (TAP) as the lead provider. However, this is the fifth and final year of the existing contractual arrangements between London Borough of Hackney and TAP. Since its inception in the 2018-2019 financial year, the network was assigned 614 non-statutory advocacy issues. Even at that time, 614 spread across all of Hackney's 275,000 residents was inadequate particularly when we consider that each resident could have 2 or more issues. However, in the previous financial year, this was drastically reduced to 275 issues that could be shared across all partner organisations to make way for an increase in statutory advocacy provision (which has an even more stringent eligibility criteria and is not suitable for many of our existing service users).

This substantial reduction has affected our advocates' ability to effectively support our service users whilst also meeting funder requirements. At the time of writing, we can confirm that Hackney Council has started its tender process for the financial year 2023-2024. We are very concerned to note that the anticipated outputs for non-statutory advocacy will have reduced even further to 250 issues across the whole of Hackney and by the final year (2027-2028), it will have reduced again very drastically to a mere 100 issues, which can in no way sustain even a fraction of the Hackney residents who will need non-statutory advocacy support. This is not beneficial to our service users and as such, we will continue to raise awareness amongst potential funders that there is a shortfall of need that is not being met by the statutory authority in the hope that they will fill this gap and fund a desperately needed non-statutory advocacy service (which is no longer seen as a statutory duty).

During the period under review, our Advocates supported service users to target services that enabled them to enhance their quality of life whilst also meeting their needs. In order to fit within the non-statutory eligibility criteria, this meant we could only work with disabled people who:

- Were located within or came under the responsibility of The London Borough of Hackney;
- Were vulnerable, unable to speak up for themselves, unsupported; and
- Required support with a specific eligible advocacy issue.

Also, our funder Homerton University Hospital NHS Foundation Trust informed us that our existing annual service level agreement required updating in line with the Trust's need to ensure they were making the best use of public funds. Their funding goes towards our health advocacy service, which has formed a vital part of CHOICE's service provision for many years. We are very pleased to inform you that after successfully undertaking the Trust's bidding process, we were awarded with a 3-year contract and can continue to support local disabled people in the City of London and Hackney with their health advocacy needs.

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Review of Activities, Achievements and Performance continued:

b) Advocacy continued:

An advertising campaign has already been started in these two London boroughs and we hope to welcome more disabled people to take up the health advocacy service. Specifically, this will engage our advocates in:

- relaying the options and choices available to the service user regarding health services; and
- attending health appointments with them where necessary to ensure they are fully engaged in processes.

This helps to shift the unbalanced relationship between service users (particularly those from different impairment, ethnic and cultural backgrounds). Health advocacy aims to empower users to access health services on an informed and equitable basis.

Thanks to short-term funding from the National Emergencies Trust: Disabled People's Organisations (DPO) COVID-19 Fund, which expired in June 2021, our Advocates were able to provide a more joined-up holistic service to many of our service users. This funded work included, amongst other things:

- 10 Personal Independence Payments (PIP) applications;
- 2 PIP assessments;
- 1 PIP tribunal;
- 2 benefit applications for Housing Benefit and Council Tax;
- 4 Grant applications for household items;
- 2 Blue Badge applications; and
- 2 Housing Discretionary Payment forms being completed.

This funder became the "go-to" resource where service users did not meet another of our funder's eligibility criteria. In so doing, there was a noticeable improvement in service user outcomes, particularly for those who approached us in crisis. They did not have to go to a new organisation where their access needs were not understood; but they continued to receive support from us who they were already comfortable and familiar with. This was extremely important for service users whose mental health issues and communications difficulties were exacerbated during the pandemic – without our intervention, their circumstances would have become substantially worse.

Funding during this period allowed us to support 168-disabled people (224 in 2020-2021), some of whom had multiple issues which included:

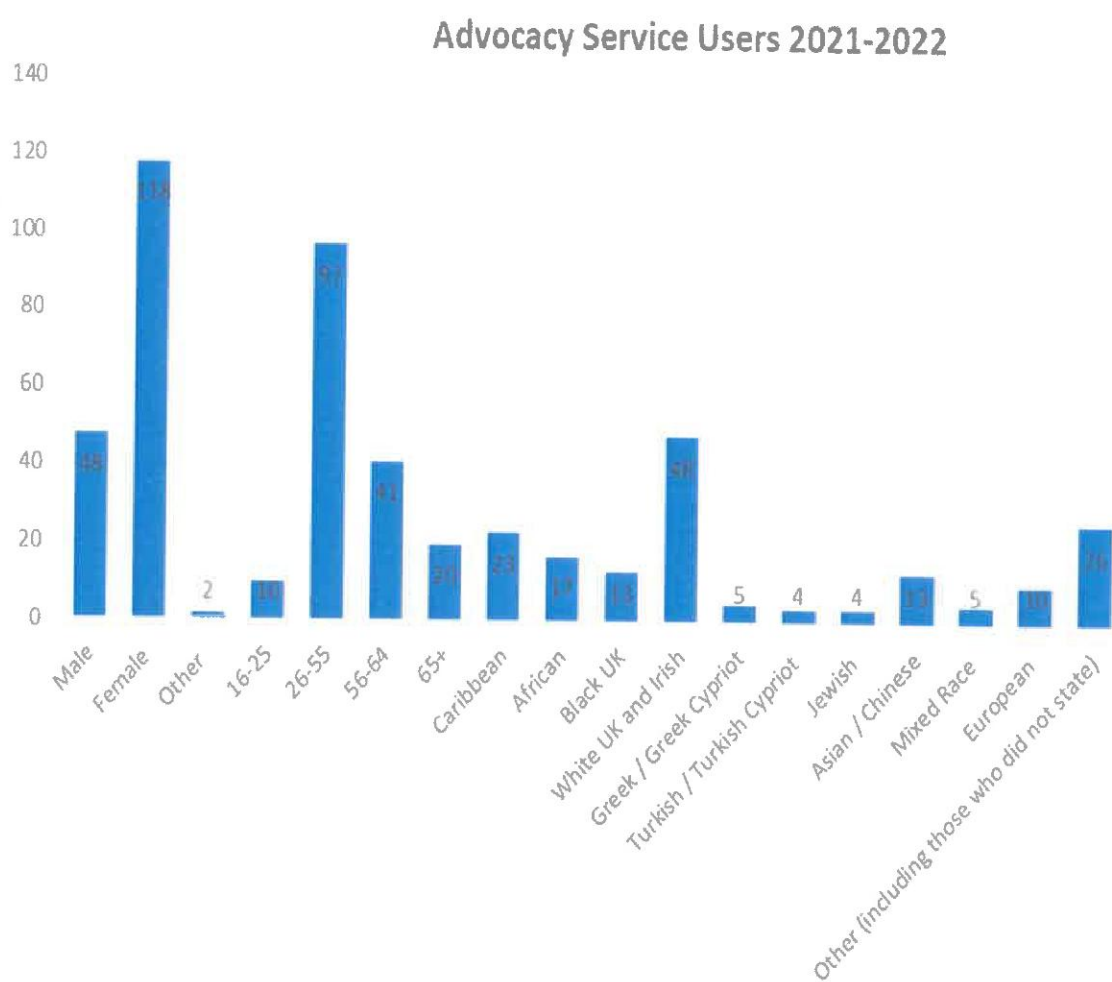
- 47 health-related issues including accessing medical services;
- 33 needed housing support, which included adaptations / repairs;
- 15 had a range of welfare benefit applications;
- 7 statutory advocacy issues including safeguarding enquiries;
- 2 employment related issues.

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Review of Activities, Achievements and Performance continued:

b) Advocacy continued:

The following bar chart presents statistical data for the Advocacy Project:



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Review of Activities, Achievements and Performance continued:

c) **Disability Hate Crime:**

The organisation continues its role within a consortium funded by the Mayor's Office for Policing And Crime (MOPAC) entitled "Communities Against Hate" (CATCH), which recently revamped its logo:



The consortium is now in its fifth year. At the time of writing, it successfully bid for a 2-year contract with potential for an additional 2-year extension (4-years total). We would like to extend our gratitude to the lead provider, Galop for all their hard work in bringing this bid into fruition.

The consortium works in partnership with a network of community organisations specialising in supporting people who have experienced a hate crime due to their: race, faith / religion, sexual orientation (including attacks based on homophobia and transphobia) and/or disability.

CATCH partners work to tackle hate crime, discrimination and abuse within their protected characteristic equality strands. Whilst we all have our own individual specialisms, we often come together to work inter-sectionally or make referrals to network organisations within the partnership. We also work very closely with the Metropolitan Police Service (MPS) - the source of many referrals during the period.

Our hate crime advocates will identify the support needs of individuals and enable them to access other services and also:

- Assist with reporting incidents;
- Support individuals through criminal justice processes;
- Deliver outreach to communities impacted by hate crime to promote the service; and
- Share good practice internally within the partnership.

Thanks to part-funding from London Community Response Fund (Wave 5), we were able to recruit an additional part-time hate crime worker towards end of the financial year to support disabled people deal with the diverse negative impacts of being targets of disability hate crime. This includes coping mechanisms to deal with emotional stress / trauma, feeling socially excluded or isolated, having their homes taken over by criminal gangs (commonly known as "cuckooing"), and/or being financially or physically abused.

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Review of Activities, Achievements and Performance continued:

c) Disability Hate Crime continued:

Our workers developed techniques to offer a confidential service to the disabled survivor which included accompanying them through the process of decision-making, safety planning, reporting, investigation and court. When such incidents were reported to the police they would work with our service users to identify their needs, vulnerabilities and understand how they wished for the incident to be resolved. Where any additional support is identified (for example through social services), this was put into place and the worker could also provide accessible information about support from other agencies (including making referrals to our Befriending service if they felt isolated).

The Coronavirus pandemic brought with it many more incidents of hate crime. Whilst the disability strand was the primary motivation of incidents being reported, more time was spent on multiple service users issues. It is very worrying that our advocates reported a significant rise in service users also needing support with the following:

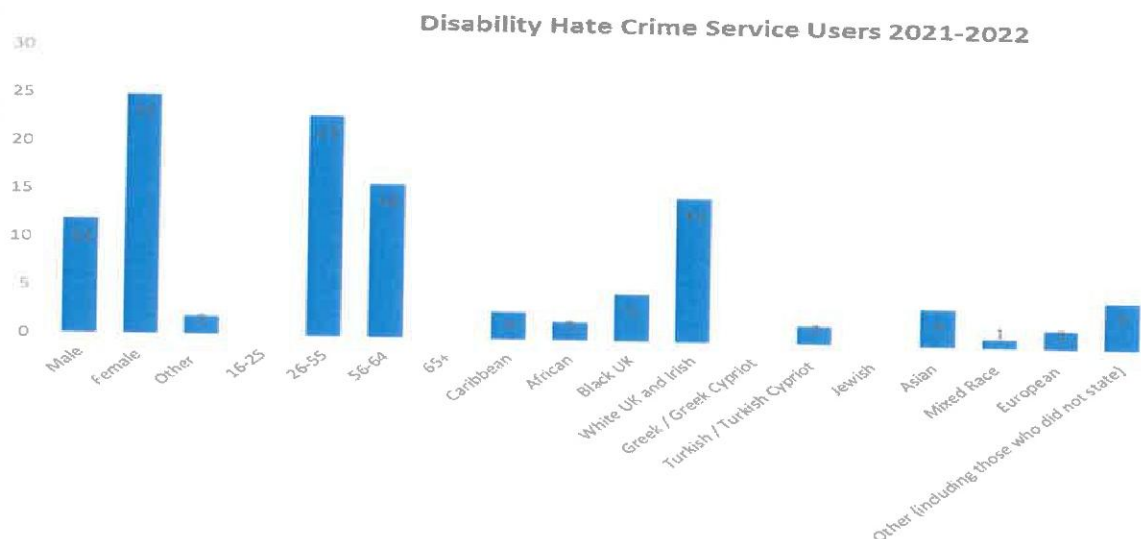
- Anti-social behaviour; Bullying; Harassment; Racism; Verbal abuse; and Violence.

Additional support was also provided to service users to allow them to adjust to the service being moved online to ensure their access needs were met. Our catchment area was also extended to areas outside of Hackney and surrounding boroughs and included:

- Hammersmith & Fulham; Hillingdon; Kingston South West.

We were pleased to be able to meet the needs of 39 disabled people with their disability hate crime matters (34 in 2020-2021).

The following bar chart presents statistical data for the Hate Crime Project:



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Review of Activities, Achievements and Performance continued:

d) **Training & Employment Dept:**

The Training & Employment Dept (or TED as it is more commonly known), continued to benefit from three year's funding from Henry Smith Charity – Improving Lives programme, which is due to expire in June 2022 and three year's funding from Lloyds Bank Foundation for England & Wales, expiring in February 2023. We are also grateful for the one-year's funding from Henry Smith Charity Community Match Challenge, which is a COVID-19 related grant.

Our offer now includes a fully accredited suite of training programmes and supplementary support offers that includes programmes of Choices into Work; Disability & Domestic Violence; and Disability Hate Crime. Supplementary support which trainees can dip into includes Coaching and Confidence Building; Job Club; and Mentoring schemes.

Choices into Work training:

This programme started its life as a standalone training course, which offered disabled people classroom-based training on i.e. advocacy principles; and a work placement at CHOICE IN HACKNEY (CHOICE) and other host organisations. There was also ongoing support such as regular emails with job opportunities and telephone support from the project Coordinator.

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Review of Activities, Achievements and Performance continued:

d) Training & Employment Dept continued:



**A selection of trainees during a
classroom-based training session
Project Coordinator, Haq Ismail is standing
(and pointing at the overhead projector)**

Today, this humble programme has developed into a fully accredited course and upon successful completion of all components, trainees are awarded a national recognised qualification (some for the first time) from our accrediting body, Open College Network Credit 4 Learning. We also have the flexibility to offer a range of awards starting at Level 1 to Diploma Level 4. This offers our trainees real credibility and opens up new pathways for them as they embark on their new careers or take up further education.

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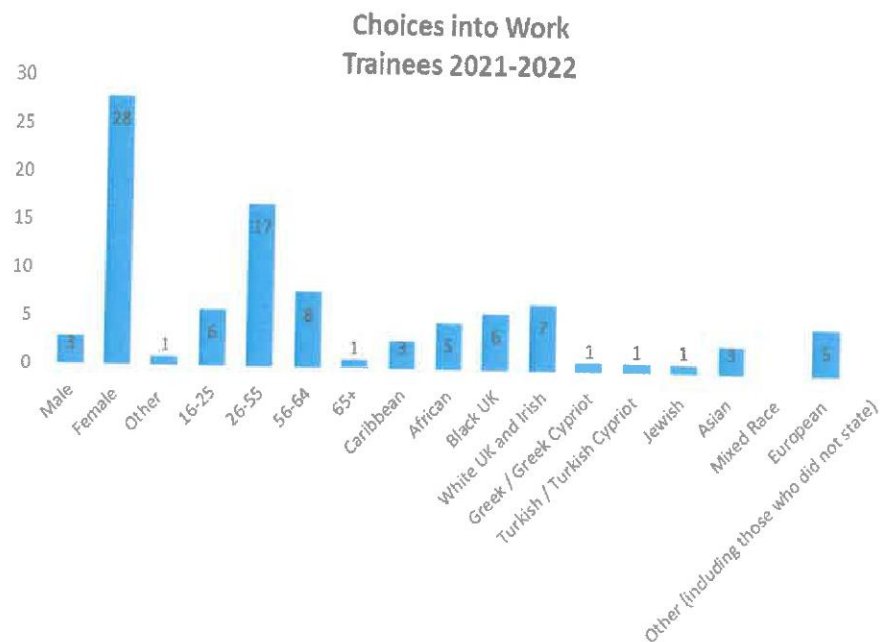
Review of Activities, Achievements and Performance continued:

d) Training & Employment Dept continued:

Choices into Work training continued:

We were pleased to be able to continue to offer this service throughout the pandemic by shifting both elements (training and work placement) from venue-based delivery methods to online in particular, utilising Zoom Video Conferencing.

During the period under review 32 people undertook the course (32 in 2020-2021) and their demographics are outlined below:



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Review of Activities, Achievements and Performance continued:

d) **Training & Employment Dept continued:**

Disability & Domestic Violence training:

During lockdown, the number of incidents of domestic violence rose and it was very appropriate and timely that we were able to source funding from Lloyds Bank Foundation for England & Wales to run one of two specialist programmes during the year (the other being Disability Hate Crime training).

The course allowed disabled people to undertake specialist advocacy training accredited by the Open College Network Credit4Learning. The training is specialist because trainees are expected to come with some relevant experience or academic qualification (as the course is intensive).

Course content:

Each programme has 6-sessions designed to train a group of disabled people to become professional advocates, specialising in domestic violence.

Training topics include:

- Introduction to domestic violence;
- Safety planning and risk assessments;
- Child protection processes;
- Multi-Agency Risk Assessment Conferences (MARAC);
- Housing issues; and
- The civil and criminal courts.

It has been challenging to engage trainees for 6 hours at a time utilising online platform, Zoom Video Conferencing. This also made it difficult for the trainer to effectively support trainees if or when they are triggered by some of the sensitive material being presented (as some are survivors of hate crime or domestic violence).

We are pleased to report that:

- trainees received exclusive and specialist resources such as the Disability and Domestic Violence Risk Assessment;
- 6 disabled people who attended the Disability & Domestic Violence course whilst also being employed within domestic violence agencies, are now qualified Disability & Domestic Violence workers;
- 1 trainee who worked in a mainstream domestic violence organisation, has been able to give a presentation to her colleagues on how to work specifically with disabled survivors of domestic violence;
- 1 trainee volunteers at the Witness Protection Service and carried out a presentation to her colleagues on how to work with disabled survivors of domestic violence.

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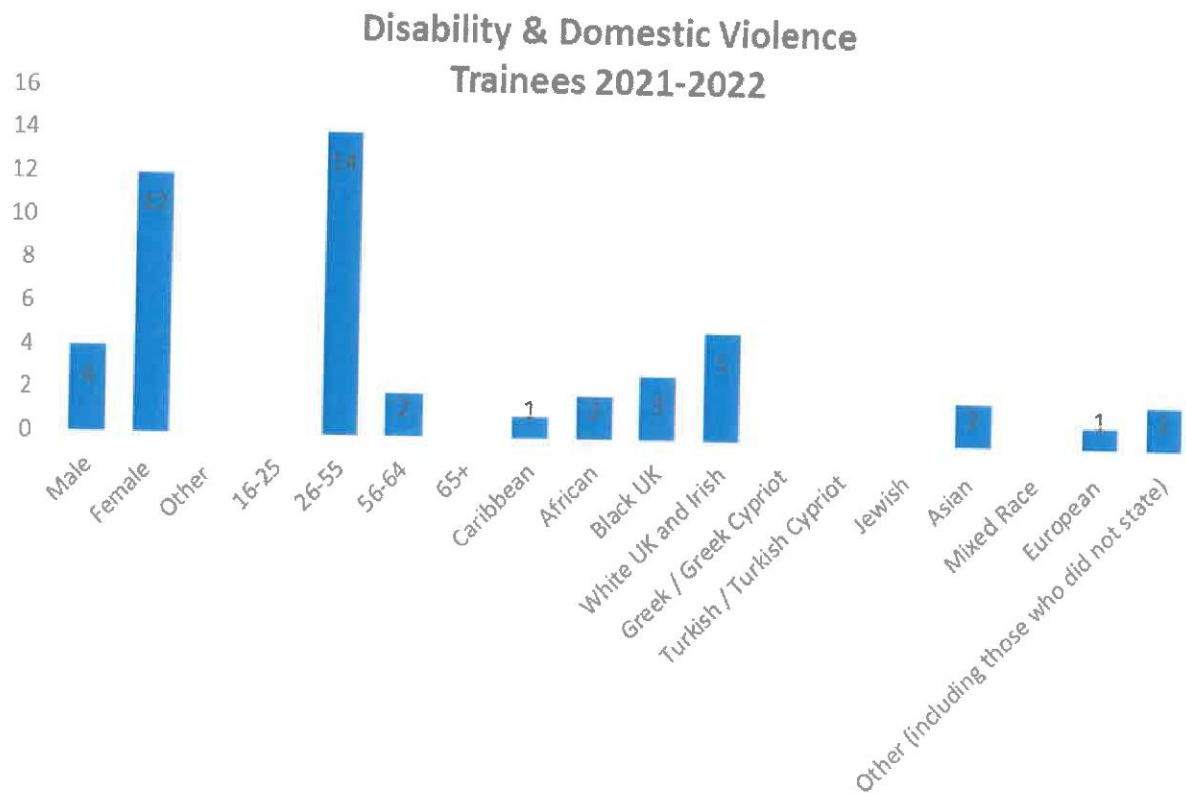
Review of Activities, Achievements and Performance continued:

d) Training & Employment Dept continued:

Disability & Domestic Violence training continued:

16 people undertook the Disability & Domestic Violence course in the year, which was spread over 2-programmes (10 in 2020-2021).

The following bar charts presents statistical data for the Disability & Domestic Violence trainees:



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Review of Activities, Achievements and Performance continued:

d) Training & Employment Dept continued:

Disability Hate Crime training programme:

After a delayed start to this training programme, which was due to the effects of the Coronavirus pandemic, we are pleased to share the following:

- An experienced Hate Crime Trainer was recruited after the third recruitment round;
- the Level 4 (Diploma) syllabus was prepared and approved by accrediting body Open College Network Credit4Learning;
- we successfully recruited and engaged disabled people to undertake high quality, accredited specialist disability-related training that is not carried out anywhere else in the UK where they gained knowledge and experience through their work placements, to advocate for themselves and disabled survivors of hate crime;
- 1 of our trainees has been able to use this knowledge to deliver specialist training herself on trauma and has linked this to the Social Model of Disability (which she became aware of as a result of undertaking our training).

These examples demonstrate that this training is being cascaded down throughout different organisations so that more professionals will be equipped to support disabled survivors of hate crime. In addition, we have been empowering our trainees, many of whom are survivors themselves, to have the skills and tools to advocate for themselves and others. Some trainees also took on cases during their work placements using the knowledge they gained from the course to good effect.

Casework:

This specialist knowledge was used to carry out casework, which included the following areas from the course:

- Representing clients in multi-agency meetings, carrying out risk assessments, safeguarding, Care Act assessments, trauma-based approach, complaints to agencies such as the police and housing, the roles of the different agencies and bodies i.e. housing, anti-social behaviour teams, supporting people through the criminal justice system – including reporting to the police and going to court.

Successes:

We are pleased to report that two former trainees, who successfully completed the Disability Hate Crime training course, went on to obtain well-paid jobs as Hate Crime Advocates: one at Equalities Redbridge and the other at CHOICE. These examples demonstrate the positive impact that can come from engaging on these specialist courses.

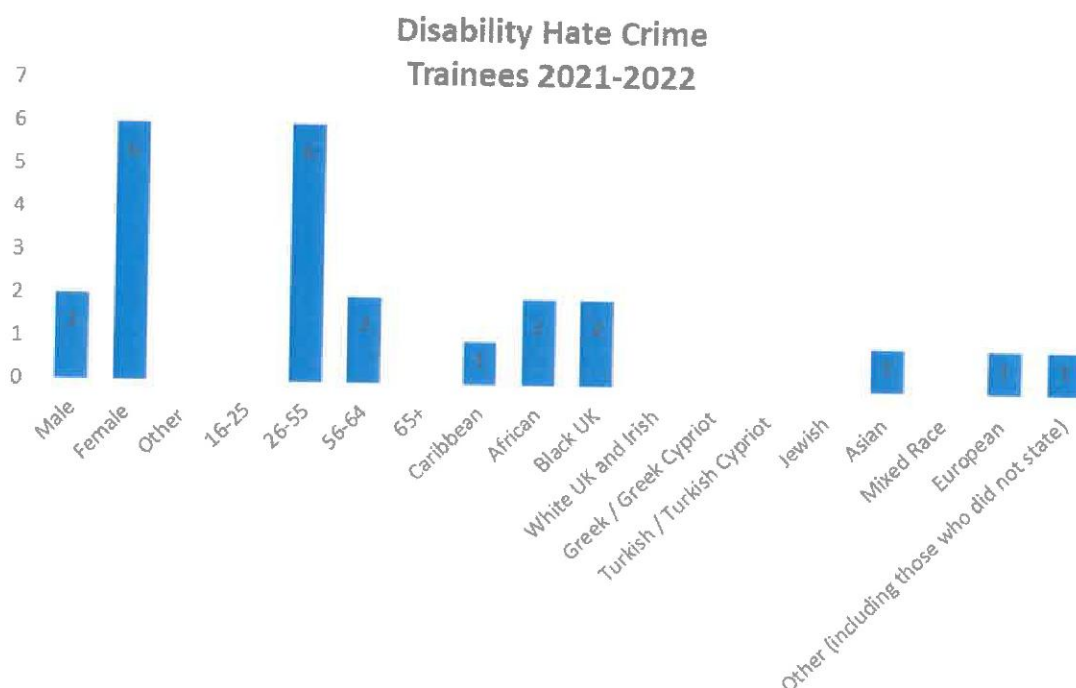
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Review of Activities, Achievements and Performance continued:

d) Training & Employment Dept continued:

Disability Hate Crime training programme continued:

The following bar chart presents the statistical data for our first intake of 8 Disability Hate Crime trainees:



Job Club:

Thanks to 1-year's funding from the Henry Smith Charity – Community Match Challenge, we were able to expand our offer to include a Job Club as part of our training offer.

Delivery model:

Most of the delegates attended multiple sessions and benefitted greatly from the sessions on a wide range of employment-related topics, delivered in an innovative and person-centred way. Our sessions were guided by the attendees who requested specific sessions on networking, volunteering and self-employment opportunities. We encouraged our trainees to be involved in the sessions, reserving space specifically for trainee discussions of issues they have experienced. The opportunity to meet each other and benefit from each other's experiences was invaluable.

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Review of Activities, Achievements and Performance continued:

d) Training & Employment Dept continued:

Job Club continued:

Topics:

Sessions were held twice a month, which benefited our attendees immensely in an already deflated jobs market. In engaging and challenging sessions we have been able to deliver sessions on:

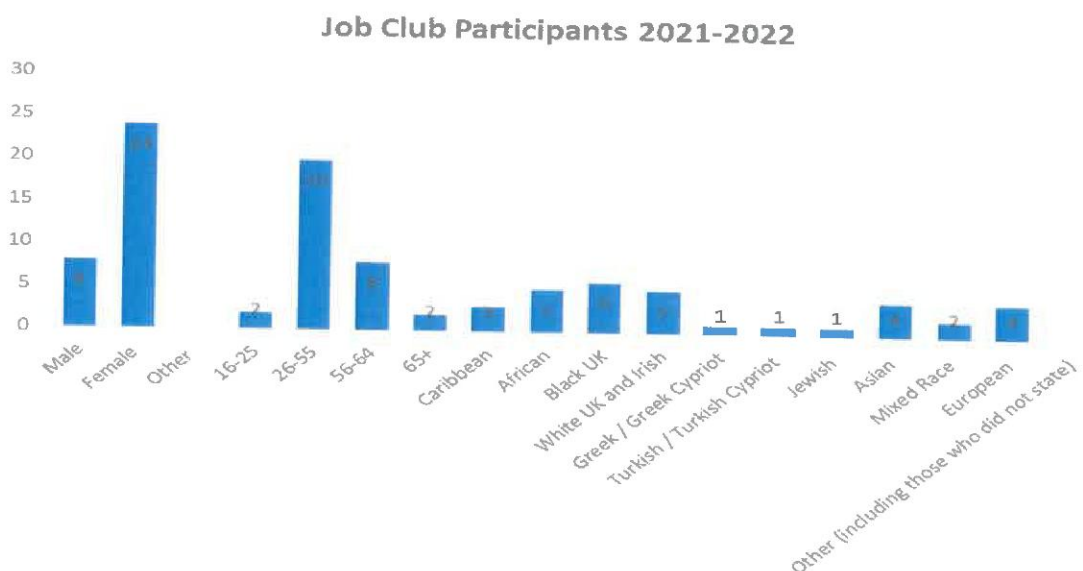
- confidence building; employment skills; disability issues in employment (including bullying and intersectionality); employment related benefits; and other key skills and techniques to finding and staying in work.

The sessions take the form of a seminar style presentation with discussion and role plays. Attendees were set assessments and received a great deal of feedback regarding their ongoing employment and self-development journeys.

Information Communications Technology:

We also provided equipment to trainees, which many of them lacked. Lending laptops and smart phones to them and advising them on their use really empowered them. This is particularly because technology became essential to engagement with the world of employment during lockdowns when they were utilised during periods of development for our service users, ensuring that they emerged to the re-opening jobs market with fresh skills and confidence.

A total of 32 disabled people (15 in 2020-2021) engaged in sessions arranged by the Job Club during the period as shown in the bar chart below:



CHOICE IN HACKNEY
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31st MARCH 2022

Review of Activities, Achievements and Performance continued:

d) Training & Employment Dept continued:

Coaching and confidence building:

We also delivered one-to-one coaching sessions, which focussed on personal development and confidence building. Due to lockdowns, these sessions were also delivered online via Zoom Video Conferencing. This included preparing our service users mentally and spiritually for finding and undertaking work. This involved challenging their own beliefs about themselves, and their capabilities within the debilitating environment that COVID-19 brought with it. We were able to encourage self-reflection, skills audits, and visualisation techniques to enable our service users to plan for a future they wanted.

Whilst the overall aim for job coaching is to find employment, this proved an issue during lockdown, as some trainees were experiencing mental health issues due to being isolated. Consequently, the funding allowed us to merge wellbeing with employability sessions, which proved very popular as it allowed attendees to identify their needs, prioritise their mental health, and make positive decisions about their lifestyle.

We did not expect the sheer amount of demand for coaching. We were able to coach 7 people at a time and soon found our waiting list growing considerably. So much so that by February 2022, we were still working through that list. This is clearly a service that people want in their lives as the prospect of job hunting is very daunting when faced alone and without encouragement. We will now be able to pursue further funding for this project with a greater understanding of the considerable interest in this service.

A total of 22 disabled people (11 in 2020-2021) engaged in coaching sessions during the period and their statistical data is shown below:



CHOICE IN HACKNEY
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31st MARCH 2022

Review of Activities, Achievements and Performance continued:

d) Training & Employment Dept continued:

Coaching and confidence building continued:

Confidence building sessions, which included motivation techniques, meditation, and self-improvement were massively beneficial to our trainees who have reported improved confidence and ability in outcomes such as finding work, which is reflected in the high rate of employment amongst our trainees (even amidst a deflated jobs-market).

A total of 18 disabled people engaged in confidence building sessions during the period as shown by the bar chart below:



CHOICE IN HACKNEY
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31st MARCH 2022

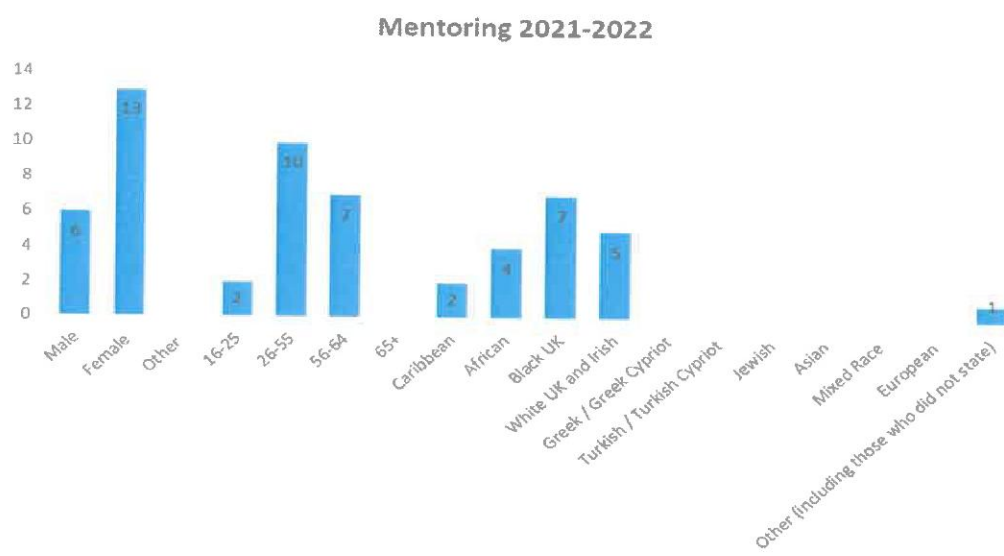
Review of Activities, Achievements and Performance continued:

d) Training & Employment Dept continued:

Mentoring:

The mentoring aspect of our Choices into Work course is very valuable. This allows trainees who have undertaken the classroom-based element of the course to engage in the actual work of a Disability Rights Advocate. This happens during their work placement – which is either at CHOICE or host organisations. For those who undertook their work placement at CHOICE, trainees were given the opportunity to shadow a fellow disabled person who is employed as an experienced professional, where they can view the advocate's work and the difference they are making: it is revelatory to our beneficiaries.

19 of our trainees benefited from this work placement during the period (17 in 2020-2021) and had undertaken valuable case work as shown by the bar chart below:



CHOICE IN HACKNEY
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31st MARCH 2022

Review of Activities, Achievements and Performance continued:

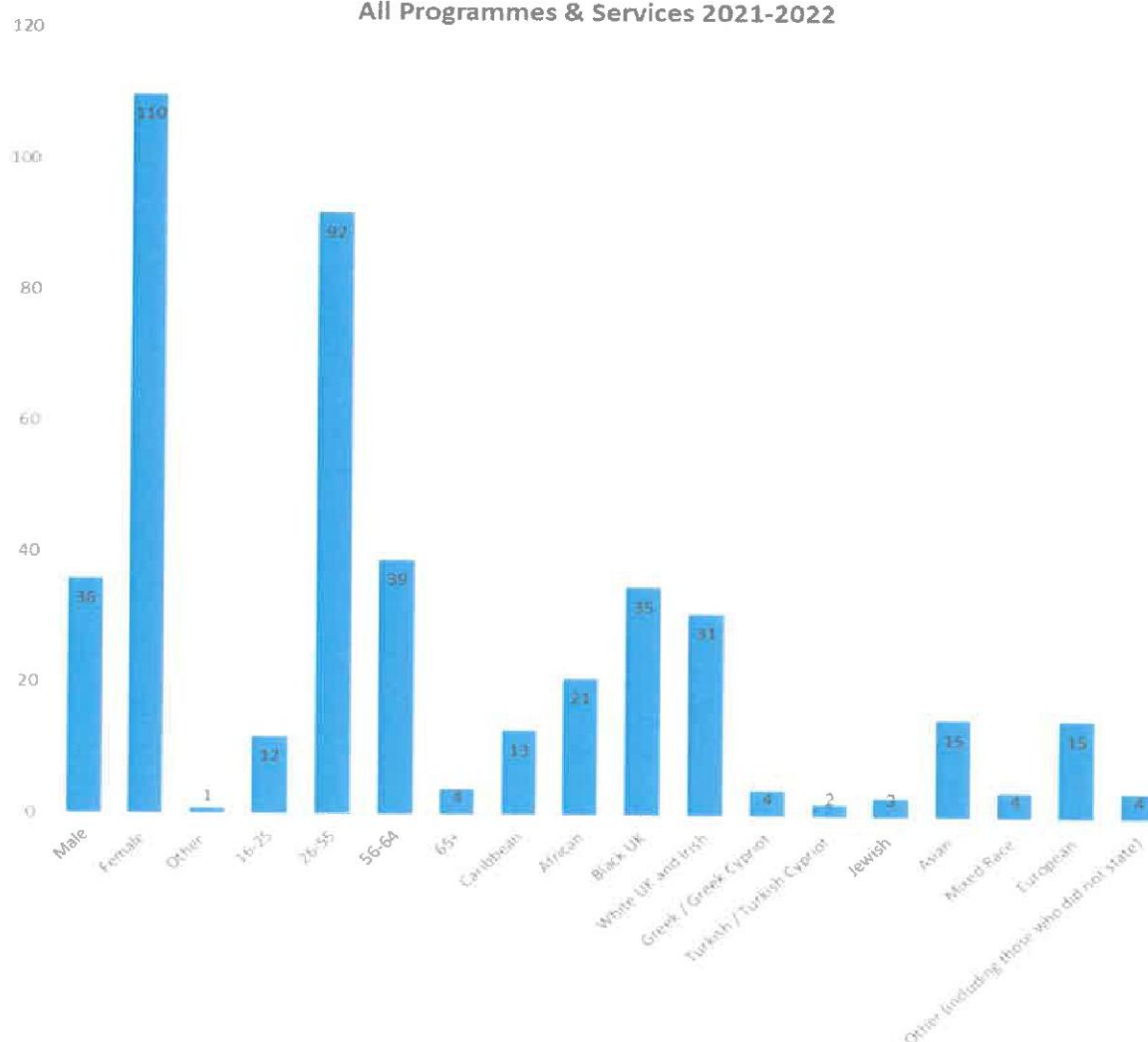
d) Training & Employment Dept continued:

During the period under review the Training & Employment Dept carried out the following:

- 3 Choices into Work programmes, engaging 32-trainees;
- 2 Disability & Domestic Violence programmes, engaging 16 trainees;
- 1 Disability Hate Crime programme, engaging 8 trainees; and
- Additional Coaching, Confidence Building, Mentoring session and a Job Club.

A total of 147 individuals benefited from the services available within the Training & Employment Dept (82 in 2020-2021). Trainees' statistical data is shown below:

TRAINING & EMPLOYMENT DEPARTMENT
All Programmes & Services 2021-2022



CHOICE IN HACKNEY
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31st MARCH 2022

Review of Activities, Achievements and Performance continued:

e) Funders:

In the year under review, CHOICE received funding from:

1. Homerton University Hospital NHS Foundation Trust – to provide health advocacy to disabled residents of Hackney and the City of London aged 18 plus.
2. London Borough of Hackney via The Advocacy Project (TAP) to provide:
 - i) non-statutory advocacy service to disabled and vulnerable Hackney adults who are known to Adult Social Care teams, un-befriended, unable to speak up for themselves and require support with a specific advocacy issue; and
 - ii) statutory advocacy service to disabled Hackney residents who have care/support needs, substantial difficulty in being involved in the relevant processes and have no appropriate unpaid individual to support them.
3. National Emergencies Trust – Disabled People’s Organisations COVID-19 Fund - to provide supplementary Advocacy services to disabled people during the pandemic.
4. Henry Smith Charity Improving Lives – part-funding towards the Choices into Work project (part of the Training & Employment Dept), which provides classroom-based advocacy training, work placements and job search skills. Additional coaching support is also funded.
5. Henry Smith Charity Community Match Challenge – to provide a Job-Club, which includes mentoring and coaching support to disabled people wanting to find work.
6. Lloyds Bank Foundation for England & Wales - to provide specialist accredited training in hate crime and/or disability and domestic violence with extended work placements allowing trainees to gain in-depth knowledge of their chosen specialism.
7. London Community Response Fund (Wave 5) distributed by City Bridge Trust – for a mixture of a contribution towards salaries for the Chief Executive Officer and Hate Crime / Domestic Violence advocacy service and the shortfall of the organisational overheads not covered by other project grants.

CHOICE IN HACKNEY
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31st MARCH 2022

Review of Activities, Achievements and Performance continued:

e) Funders continued:

8. Mayor's Office for Policing and Crime – to provide disability hate crime advocacy to disabled people who live or work in Hackney and surrounding boroughs as part of the Communities Against Hate (CATCH) consortium.
9. Mayor of London's Culture & Community Spaces at Risk in association with Locality – towards our rent arrears, which built up during the pandemic and ensuing lockdown.
10. Hackney Parochial Charities – to provide an Active Lifestyle and Befriending Plus / Volunteering service in response to the COVID-19 pandemic for disabled people within the funder's catchment area.
11. Hackney Giving's City & Hackney Clinical Commissioning Group – to provide crisis and recovery support to disabled residents of Hackney and the City of London who engage in our Active Lifestyle Project.
12. CMS Social Impact Fund – part-funding towards the Active Lifestyle and Befriending Plus / Volunteering service.
13. South Hackney Parochial Charity – part-funding towards the Active Lifestyle service during the pandemic for disabled people within the funder's catchment area.
14. The Sylvia Waddilove Foundation UK via Potheary Witham Weld Solicitors – part-funding towards a Client Relationship Management (CRM) system to efficiently streamline data across all projects and services.

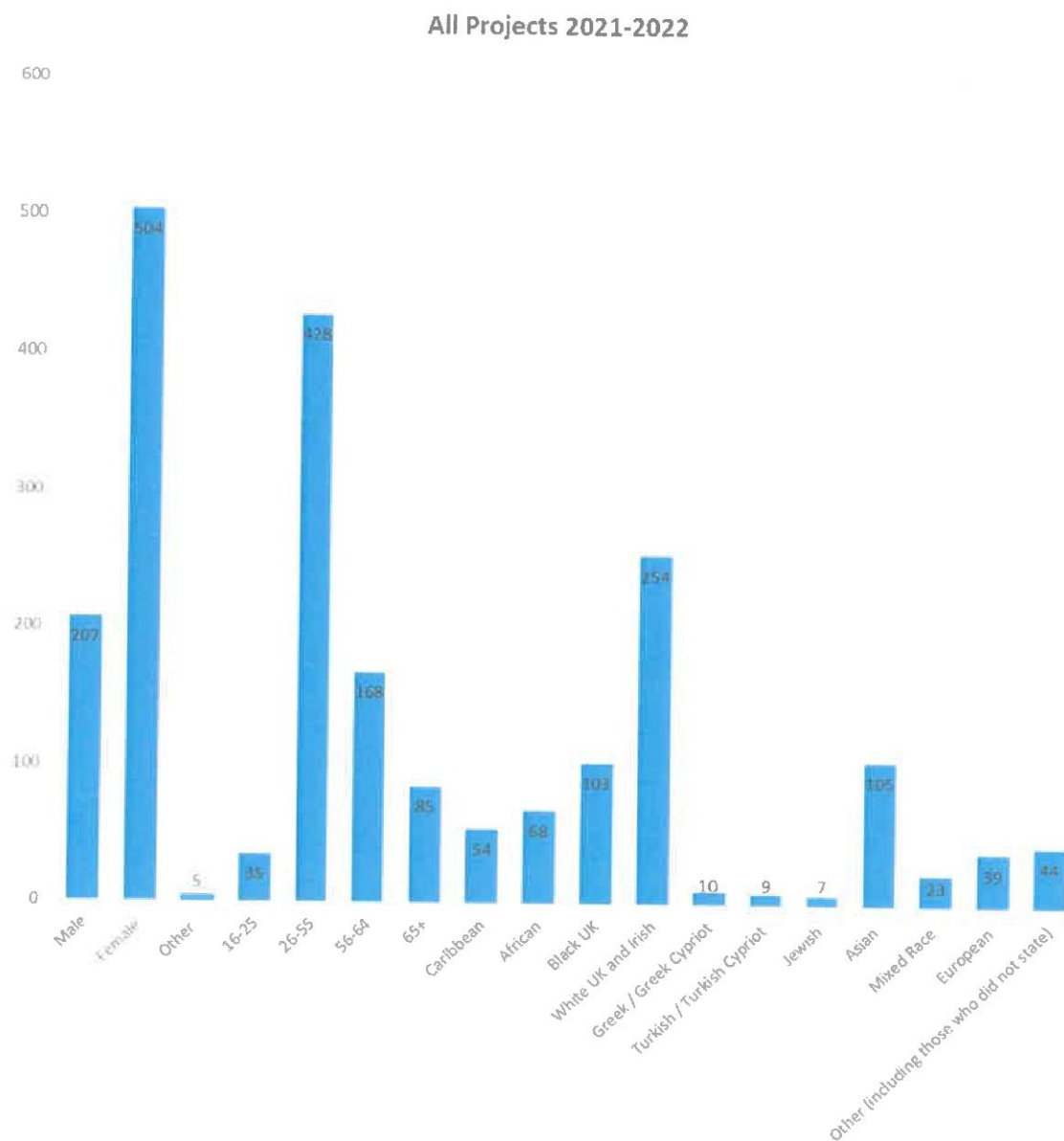
CHOICE IN HACKNEY
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31st MARCH 2022

Review of Activities, Achievements and Performance continued:

e) **Funders continued:**

The level of funding in the year allowed CHOICE to support a total of 716 disabled people (661 in 2020-2021).

The breakdown of service users supported for all projects is as follows:



CHOICE IN HACKNEY
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31st MARCH 2022

Review of Activities, Achievements and Performance continued:

f) Partnership Working:

Partnership working allows us to reach out to more disabled people. We aim to raise awareness of the services that we provide within an expanded community. This will secure the rights of disabled people as full citizens, improve their quality of life and promote an inclusive society where disabled people can participate fully and equally. We are pleased to continually expand and strengthen our network of organisations who are open to reciprocal working, which encourages sharing a lived experience of disability, knowledge, training opportunities, services, a loyal customer base as well as joining together to strengthen consortium-based funding applications.

Our network of organisations includes (but is not limited to):

- i) Department for Work & Pensions – provided our Choices into Work project with some guest speakers during the classroom-based element of the course on topics such as Universal Credit and Personal Independence Payments. The benefit of this is that trainees receive up to date information direct from the source on benefit entitlements for themselves and also for the disabled people who they will be advocating for;
- ii) Hackney Employment Hub – this organisation has provided us with both accessible training venues in the past for the classroom-based element of the Choices into Work project and trainees wanting to upskill and improve their employment prospects by undertaking the course;
- iii) Alliance for Inclusive Education (ALLFIE) – have provided us with co-training opportunities to schools on the needs of children and young adults who attend special educational needs (SEND) establishments;
- iv) Community Against Hate (CATCH) – this consortium led by the Gay London Police Monitoring Group (GALOP) regularly make referrals into our disability hate crime service. We also carry out joint-working with partner organisations Real Tower Hamlets and Stay Safe East.

CHOICE IN HACKNEY
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31st MARCH 2022

Review of Activities, Achievements and Performance continued:

f) Partnership Working continued:

- v) Salvation Army, Hoxton – as well as providing an accessible venue for our Active Lifestyle Project's weekly Coffee Club sessions, we also share service users who engage in seated exercise sessions to improve the health and wellbeing of disabled people.
- vi) Inclusion London – this pan-London disability-related organisation provides us with a range of training programmes to build our skills, knowledge and sustainability. We also engage in funding bids and respond to requests for support in their policy work.
- vii) The Advocacy Project (TAP) – as the lead organisation for both statutory and non-statutory advocacy, which is funded by London Borough of Hackney, TAP regularly make referrals into the service and offer our advocates training opportunities throughout the year.

CHOICE IN HACKNEY
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31st MARCH 2022

Financial Review:

In both of the last two years the Financial Review has noted the way the COVID 19 pandemic changed the needs of our service users and detailed our changed ways of working in response. While hoping it is now a thing of the past the pandemic's effects continued for the whole of the year under review. However, as reported last year, the pandemic continued to create new areas of work and opportunities for funding.

The results of the year's operations are set out in the attached Financial Statements. Total incoming resources amounted to £271,871 (2021: £301,958) and total resources expended were £220,111 (2021: £255,255). This resulted in a surplus on the year of £51,760 (2021: £46,703). There was a surplus for the year on the unrestricted funds of £53,217 (2021: surplus £20,132). The majority of the Restricted Funds held at the end of the previous year were expended on the projects for which they were intended as set out in Note 11 of the financial statements. Although further restricted funds have been raised for ongoing activities, they are slightly less than in the previous year and so there was a small restricted funds deficit of £1,457 (2021: surplus £26,571).

Risk:

As noted last year the most significant risk faced by the Charity lies in the reliance on the Chief Executive Officer (CEO) for both administration and management of service delivery. The Board of Trustees are testing ways to provide greater administrative support for the CEO and are making use of grant funded consultants to identify structural changes to increase the capacity for organisational and service growth so that the charity can maintain sufficient funding to provide for the needs of its service users.

CHOICE remains committed to the ideals of a Disability User Led Organisation. As noted previously this presents its own risks in a period of financial austerity. We continue to adapt our business models and funding bids to articulate the added value created by employment of disabled staff. We will work with others such as Inclusion London, to campaign for Access to Work to cover full costs.

CHOICE IN HACKNEY
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31st MARCH 2022

Reserves Policy:

The Charity sets aside funds, as unrestricted reserves, to meet future anticipated or contingent expenditure, in particular to cover staffing costs such as sickness, redundancy, to develop new activities and to ensure the continuity of services through difficult financial periods. The Board of Trustees, after review, decided that the Charity should aim for a level of the "free reserves", of between 3 and 9 months recurrent expenditure, which equates to approximately £50,000 - £150,000.

As in previous years we have made use of Reserves to maintain existing and to develop new services. We have continued to develop new services, as described elsewhere in the report and attracted new funding to support these activities. As a result, the tangible assets ("free reserves") have increased and at the year-end amounted to £93,657 (2021: £40,440). This is now within the desired range and the Trustees congratulate the staff on the success of their hard work and dedication to the Charity through the COVID-19 pandemic.

CHOICE IN HACKNEY
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31st MARCH 2022

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Choice in Hackney for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

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

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

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

In so far as the trustees are aware:

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

The independent examiner, Knox Cropper LLP, will be proposed for re-appointment at the forthcoming Annual General Meeting.

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

APPROVAL

This report was approved by the Board of Directors and Trustees on 7th November 2022 and signed on their behalf by:



 Andrew Price (Vice Chair)

INDEPENDENT EXAMINER'S REPORT
TO THE MEMBERS OF CHOICE IN HACKNEY

I report to the charity trustees on my examination of the accounts of the Choice in Hackney for the period ended 31 March 2022.

Responsibilities and basis of report

As the trustees of the charitable 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'). You are satisfied that the accounts of the Company are not required by charity or company law to be audited and have chosen instead to have an independent examination.

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 the Company's accounts carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I can confirm that I am qualified to undertake the examination because I am a registered member of ICAEW which is one of the listed bodies.

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

1. accounting records were not kept 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.



Richard Billinghamurst
Knox Cropper LLP
Chartered Accountants
65-68 Leadenhall Street, London, EC3A 2AD

Date: 11 November 2022

CHOICE IN HACKNEY

STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING THE INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31st MARCH 2022

	Notes	Restricted Funds £	Unrestricted Funds £	Total 2022 £	Restricted Funds £	Unrestricted Funds £	Total 2021 £
INCOME FROM:							
Grants and donations	2(a)	140,622	61,808	202,430	180,096	39,236	219,332
Charitable activities	2(b)	-	68,485	68,485	1,250	80,997	82,247
Other trading activities		-	-	-	-	-	-
Investments		-	7	7	-	12	12
Other income		-	949	949	-	367	367
Total		140,622	131,249	271,871	181,346	120,612	301,958
EXPENDITURE ON:							
Raising funds	3	-	6,630	6,630	-	7,717	7,717
Charitable activities	3	142,079	71,402	213,481	154,775	92,763	247,538
Total		142,079	78,032	220,111	154,775	100,480	255,255
Net income/(expenditure)		(1,457)	53,217	51,760	26,571	20,132	46,703
Transfers between funds		-	-	-	-	-	-
NET MOVEMENT IN FUNDS		(1,457)	53,217	51,760	26,571	20,132	46,703
Balances brought forward at 1 April							
BALANCES CARRIED FORWARD		40,650	40,440	81,090	14,079	20,308	34,387
AT 31 MARCH		39,193	93,657	132,850	40,650	40,440	81,090

All income and expenditure has arisen from continuing activities.

CHOICE IN HACKNEY**BALANCE SHEET****AS AT 31st MARCH 2022**

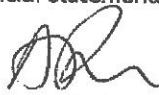
	Notes	£	2022	£	£	2021	£
FIXED ASSETS	7			-			-
CURRENT ASSETS							
Debtors	8	60,460			49,147		
Cash at Bank and In hand		<u>85,933</u>			<u>61,044</u>		
		146,393			110,191		
CREDITORS: Amounts falling due within one year	9	<u>(13,543)</u>			<u>(29,101)</u>		
NET CURRENT ASSETS				132,850			81,090
NET ASSETS				<u>132,850</u>			<u>81,090</u>
FUNDS							
Restricted Funds	11			39,193			40,650
Unrestricted Funds							
Designated Funds				-			-
General Fund	10			93,657			40,440
				<u>132,850</u>			<u>81,090</u>

The Company is exempt from the requirements relating to preparing audited accounts in accordance with Section 477 of the Companies Act 2006. The members have not required the Company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for:

- ensuring that the company keeps accounting records which 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 company as at the end of each financial year and of its profit or loss 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 company.

The financial statements were approved by the Trustees on 7th November 2022 and signed on behalf of the board


Vice-Chair: Andrew Price


Treasurer: Malcolm Aickin

Registered Company Number: 03423122

Registered Charity Number: 1077287

CHOICE IN HACKNEY

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31st MARCH 2022

1. ACCOUNTING POLICIES

a. Basis of Preparation of Accounts

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), Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The presentation currency of the financial statements is Pound Sterling (£).

b. Company Status

CHOICE IN HACKNEY is a company limited by guarantee. In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the Charity.

c. Fund Accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the objects of the Charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors which have been raised by the Charity for particular purposes. The aim and use of each restricted fund is set out in the notes to the financial statements. Statutory grants which are given as contributions towards the Charity's core services are treated as unrestricted.

d. Incoming resources

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.

e. Resources expended

All expenditure is accounted for on an accruals basis and has been included under expenses categories that aggregate all costs for allocation to activities. Governance costs include the costs of servicing meetings of the Board of Trustees, audit and strategic planning.

f. Tangible Fixed Assets and Depreciation

All assets costing more than £1,000 are capitalised.

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the costs of fixed assets, less their estimated residual value, over their expected useful lives on:

Furniture/Fittings: 25% straight line basis

Office Equipment: 25% straight line basis

CHOICE IN HACKNEY**NOTES TO THE ACCOUNTS (Continued)****FOR THE YEAR ENDED 31st MARCH 2022****g. Allocation of Overhead and Support Costs**

Overhead and support costs have been allocated between charitable activities and other expenditure on the basis of staff time. The allocation of overhead and support costs is analysed in note 3.

h. Operating Leases

Rentals payable under operating leases are charged to the statement of financial activities as they fall due over the term of the lease.

2(a). INCOMING RESOURCES FROM GENERATED FUNDS**- Grants received**

	Restricted Funds £	2022 Un- Restricted Funds £	Total £	2021 Total £
The Henry Smith Charity	69,100	-	69,100	93,300
Lloyds Bank Foundation	24,800	-	24,800	7,545
CATCH Mobilisation	22,352	-	22,352	22,204
South Hackney Parochial	4,000	-	4,000	2,500
Hackney Parochial Charities	5,580	-	5,580	2,500
Access to Work	-	-	-	18,998
London Community Response Fund	-	49,549	49,549	19,703
National Lottery	-	-	-	19,464
City & Hackney Clinical Commissioning Group	12,790	1,997	14,787	12,880
National Emergency Fund	-	-	-	5,990
The Mayor's Community Spaces	-	-	-	13,600
Beneficiaries income	-	-	-	431
Other income and Donations	2,000	1,735	3,735	217
DWP Resource Management	-	8,527	8,527	-
	<u>140,622</u>	<u>61,808</u>	<u>202,430</u>	<u>219,332</u>

2(b). INCOMING RESOURCES FROM CHARITABLE ACTIVITIES**- Contracts for services and performance related grants**

	Restricted Funds £	2022 Un- Restricted Funds £	Total £	2021 Total £
Homerton University Hospital – Advocacy	-	46,481	46,481	45,802
The Advocacy Project – Advocacy	-	22,004	22,004	33,515
LB of Waltham Forest	-	-	-	1,680
APDA - Advocacy	-	-	-	1,250
London Council – Advocacy	-	-	-	-
	<u>-</u>	<u>68,485</u>	<u>68,485</u>	<u>82,247</u>

CHOICE IN HACKNEY**NOTES TO THE ACCOUNTS (Continued)****FOR THE YEAR ENDED 31st MARCH 2022****3. ANALYSIS OF RESOURCES EXPENDED**

	Raising Funds	Charitable Activities	Total 2022	Total 2021
Unrestricted	£	£	£	£
Staff costs	6,630	59,668	66,298	77,170
Staff training	-	-	-	20
Accountancy	-	783	783	350
Independent examination fee	-	575	575	300
Rent	-	4,500	4,500	13,600
Other Costs	-	5,504	5,504	8,618
Legal & Professional Fees	-	372	372	422
	6,630	71,402	78,032	100,480
Restricted				
Staff costs	-	107,235	107,235	104,968
Staff training	-	90	90	100
Accountancy	-	1,748	1,748	1,950
Auditors Remuneration	-	1,675	1,675	2,670
Rent	-	13,811	13,811	8,089
Other Costs	-	14,945	14,945	31,664
Legal & Professional Fees	-	2,575	2,575	5,334
	-	142,079	142,079	154,775
	6,630	213,481	220,111	255,255

Staff costs have been allocated to the above expenditure heads on the basis of estimated staff time spent on the activities. Support costs and governance costs are included in the above analysis. Governance costs amounted to £18,000 (2021: £16,555).

4. STAFF NUMBERS AND COSTS

	2022	2021
	£	£
Salaries	162,307	170,577
Social security costs	8,142	8,330
Employer pension	3,084	3,231
Redundancy costs	-	-
	<u>173,533</u>	<u>182,138</u>

The average number of employees during the year was 9 (2021:10).

No employee earned more than £60,000 during the year under review (2021: none).

The remuneration of senior management amounted to £51,063 (2021: £47,656).

CHOICE IN HACKNEY**NOTES TO THE ACCOUNTS (Continued)****FOR THE YEAR ENDED 31st MARCH 2022****5. TRUSTEES REMUNERATION**

During the year, Trustees received reimbursement of expenses amounting to NIL (2021: NIL).

No trustee received any remuneration other than disclosed in these accounts.

6. TAXATION

CHOICE is a registered charity and is potentially exempt from taxation in respect of income and capital gains received to the extent that such income or gains are applied exclusively to charitable purposes.

7. TANGIBLE FIXED ASSETS

	Furniture £	Office Equipment £	Total £
Cost			
At 1 st April 2021	2,316	23,964	26,280
Additions	-	-	-
Disposals	-	-	-
At 31 st March 2022	<u>2,316</u>	<u>23,964</u>	<u>26,280</u>
Depreciation			
At 1 st April 2021	2,316	23,964	26,280
Charged for the year	-	-	-
Disposals	-	-	-
At 31 st March 2022	<u>2,316</u>	<u>23,964</u>	<u>26,280</u>
Net Book Value			
At 31 st March 2022	<u>-</u>	<u>-</u>	<u>-</u>
At 31 st March 2021	<u>-</u>	<u>-</u>	<u>-</u>

8. DEBTORS

	2022 £	2021 £
Grant debtors	42,082	46,261
Prepayments and other debtors	<u>18,378</u>	<u>2,886</u>
	<u>60,460</u>	<u>49,147</u>

9. CREDITORS: Amounts falling due within this year

PAYE	4,912	3,860
Deferred income	-	-
Accruals and other creditors	<u>8,631</u>	<u>25,241</u>
	<u>13,543</u>	<u>29,101</u>

CHOICE IN HACKNEY**NOTES TO THE ACCOUNTS (Continued)****FOR THE YEAR ENDED 31st MARCH 2022****10. UNRESTRICTED FUNDS**

	Brought Forward £	Incoming Resources £	Resources Expended £	Transfers £	Carried Forward £
General Fund	40,440	131,249	(78,032)	-	93,657
Total Unrestricted Funds	40,440	131,249	(78,032)	-	93,657

PRIOR YEAR

	Brought Forward £	Incoming Resources £	Resources Expended £	Transfers £	Carried Forward £
General Fund	20,308	120,612	(100,480)	-	40,440
Total Unrestricted Funds	20,308	120,612	(100,480)	-	40,440

11. RESTRICTED FUNDS

	Brought Forward £	Incoming Resources £	Resources Expended £	Transfers £	Carried Forward £
Disability LIB	499	-	-	-	499
Advocacy, Training and Employment	40,151	93,900	(97,357)	-	36,694
Hate Crime	-	22,352	(22,352)	-	-
CRM System Project	-	2,000	-	-	2,000
Active Lifestyle	-	22,370	(22,370)	-	-
Total Restricted Funds	40,650	140,622	142,079	-	39,193

PRIOR YEAR

	Brought Forward £	Incoming Resources £	Resources Expended £	Transfers £	Carried Forward £
Disability LIB	499	-	-	-	499
Advocacy, Training and Employment	13,580	102,095	(75,524)	-	40,151
Disability Crime Project (MOPAC)	-	22,204	(22,204)	-	-
Volunteering	-	5,000	(5,000)	-	-
Active Lifestyle	-	52,047	(52,047)	-	-
Total Restricted Funds	14,079	181,346	(154,775)	-	40,650

CHOICE IN HACKNEY**NOTES TO THE ACCOUNTS (Continued)****FOR THE YEAR ENDED 31st MARCH 2022****11. RESTRICTED FUNDS (continued)**

Restricted funds carried forward relate to on-going projects and are available to be expended in 2022/23.

Disability LIB – this was a one-off grant from Disability LIB towards disabled people's communication support, such as translation and interpretation costs.

Advocacy, Training and Employment (now known as the Choices into Work) - this represents amounts received towards the Choices into Work Project to train disabled people to enable them to find meaningful employment in advocacy or other related fields. This project also offers coaching, confidence building and mentoring.

Disability Hate Crime Project – this represents funding received from the Mayor's Office for Policing & Crime (MOPAC). CHOICE operates within the "Community Alliance To Combat Hate" (CATCH) consortium to support disabled survivors of hate crime that take place within London and surrounding boroughs.

Volunteering – this represents amounts received towards the newly expanded Befriending Plus / Volunteering Project. In addition to its staple of reducing disabled people's feeling of social isolation by connecting service users with likeminded volunteers for Befriending, this service also offered socially distanced gardening, shopping / medication drop-off and walking friends services as well as providing remote volunteering opportunities for disabled and non-disabled people to develop their administrative skills.

Client Relationship Management (CRM) system project – part-funding from The Sylvia Waddilove Foundation UK via Potheary Witham Weld Solicitors allowed us to purchase the CRM system, Charity Log to efficiently streamline data across all projects and services.

Active Lifestyle – this is funding towards our Active Lifestyle project, which included low-impact exercise sessions as well as group activities all taken out online from the comfort of the service users homes via Zoom Video Conferencing to improve health and wellbeing.

12. FINANCIAL COMMITMENTS

At the 31st March 2022 the Charity had commitments under non-cancellable operating leases as follows:

	2022	2021
	£	£
Amounts payable:		
Within one year	948	1,264
Between two and five years	-	948
After five years	-	-
	<u>948</u>	<u>2,212</u>

In addition to the above, the Charity has a licence agreement for its office premises for an annual rent of £20,000. The licence is reviewed every September.

CHOICE IN HACKNEY**NOTES TO THE ACCOUNTS (Continued)****FOR THE YEAR ENDED 31st MARCH 2022****13. CAPITAL COMMITMENTS**

There were no capital commitments at 31st March 2022 (2021: Nil).

14. CONTINGENT LIABILITIES

There were no contingent liabilities at 31st March 2022 (2021: Nil).

15. NET ASSETS BETWEEN FUNDS

	Fixed Assets £	Cash at Bank and in Hand £	Debtors £	Current Liabilities £	Total £
Unrestricted	-	57,916	49,284	(13,543)	93,657
Restricted	-	28,017	11,176	-	39,193
Total	-	85,933	60,460	(13,543)	132,850
<i>PRIOR YEAR</i>					
	Fixed Assets £	Cash at Bank and in Hand £	Debtors £	Current Liabilities £	Total £
Unrestricted	-	30,315	39,226	(29,101)	40,440
Restricted	-	30,729	9,921	-	40,650
Total	-	61,044	49,147	(29,101)	81,090

16. GOING CONCERN

In common with many smaller charities, CHOICE is dependent upon securing income to ensure it can continue to further its charitable objectives as a going concern into the future. The Trustees actively foster relations with existing funders and seek additional funding sources. While the COVID-19 pandemic made operations more difficult, it also provided opportunities to expand our work and develop new sources of funding. Given the increased level of reserves that has arisen as a result of this approach and the value for money in terms of historic costs per service user outcome, the Trustees are of the opinion that the Charity will be able to continue as a going concern into 2024 and beyond.

17. RELATED PARTY TRANSACTIONS

There were no related party transaction during the year.