

HARROW ASSOCIATION OF DISABLED PEOPLE

England & Wales · Charity number 1080505

Details

Other names HAD

Status Registered

Legal form Charitable company

Company number [03946731](#)

Registered 2000-05-02

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

Contact

Address The Wealdstone Centre
38 - 40 High Street
Wealdstone
Harrow
HA3 7AE

Phone 02088619920

Email general@had.org.uk

Website www.had.org.uk

Activities

Objects: TO PROMOTE ANY CHARITABLE PURPOSE FOR THE BENEFIT OF DISABLED PEOPLE LIVING IN, WORKING IN, OR UNDERTAKING EDUCATION OR VOCATIONAL TRAINING IN THE LONDON BOROUGH OF HARROW BY THE ADVANCEMENT OF EDUCATION, THE PROTECTION OF HEALTH AND THE RELIEF OF POVERTY.

Activities: HAD engages in campaigning and service provision for disabled people. HAD promotes and brings about inclusion and equality for all disabled people in all areas of life. HAD engages in social enterprise activities such as providing a British Sign Language Interpreting Service, Disability and Deaf Awareness Training, DDA training and a payroll service for Direct Payment clients.

Classification

- **How:** Provides Human Resources, Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body
- **What:** General Charitable Purposes, Education/training, Disability, Economic/community Development/employment
- **Who:** Children/young People, Elderly/old People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, Other Charities Or Voluntary Bodies, Other Defined Groups, The General Public/mankind

Geography

- **Area of benefit:** HARROW
- Harrow

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£593,996	£598,212	£332,531	13
2024-03-31	£602,536	£555,904	£336,747	14
2023-03-31	£439,808	£474,306	-	-
2022-03-31	£385,203	£503,374	-	-
2021-03-31	£546,622	£477,756	£442,784	13

Trustees

Name	Role	Appointed
Navin Fakirchand Shah	Chair	2023-01-05
Adam Gabsi		2018-11-22
Elizabeth Hugo		2018-11-22
Gladys Janes MBE		2021-09-05
James Michael Corbett		2023-12-14
Natalie Jane Campbell		2025-11-27
Stuart Ian Dashwood		2021-09-05
WILLIAM PHILLIPS		2023-01-05

HARROW ASSOCIATION OF DISABLED PEOPLE

England & Wales - Charity number 1080505

Accounts

HARROW ASSOCIATION OF DISABLED PEOPLE
(A company limited by guarantee)

**ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

Charity No. 1080505
Company No. 03946731

HARROW ASSOCIATION OF DISABLED PEOPLE

CONTENTS

	Page
Reference and Administrative Information	1
Report of the Management Committee	2 - 8
Independent Examiner's Report	9
Statement of Financial Activities	10
Balance Sheet	11
Cash Flow Statement	12
Notes to the Accounts	13 - 21

HARROW ASSOCIATION OF DISABLED PEOPLE

REFERENCE AND ADMINISTRATIVE INFORMATION

Charity Harrow Association of Disabled People

Company Number 03946731

Charity Number 1080505

Management Committee

Navin Shah, Chair	
Janet Bell, Vice Chair	Resigned 27th November 2025
James Corbett, Treasurer	
Elizabeth Hugo	
Suzanne Dalfoss	Resigned 1st July 2025
Gladys Janes	
Stuart Dashwood	
William Phillips	
Louise Weldon	Resigned 27th November 2025
Haresh Puvanagopan	Resigned 27th November 2025
Adam Gabsi	
Natalie Campbell	Appointed 27th November 2025

Co-opted Trustees

Krishna Suresh, Vice Chair	
Julie Browne	
Liban Ali	Resigned 3rd March 2026

Company Secretary

Ushma Shah

Staff Representative

Umesh Raichada

Sub-committee

Key Finance and General Purpose Sub-committee

James Corbett	
Navin Shah	
Krishna Suresh	
Liban Ali	Resigned 3rd March 2026
Elizabeth Hugo	

Registered Office and operational address

The Wealdstone Centre, 38 - 40 High Street, Wealdstone, HA3 7AE

Independent Examiner

David Passey, Landau Morley LLP, 325 - 327 Oldfield Lane North, Greenford, Middlesex, UB6 0FX

Bankers

CAF Bank Ltd, 25 Kings Hill Avenue, Kings Hill, West Malling, Kent ME19 4JQ
Metro Bank, One Southampton Row, London WC1B 5HA

HARROW ASSOCIATION OF DISABLED PEOPLE

REPORT OF THE MANAGEMENT COMMITTEE FOR THE YEAR ENDED 31 MARCH 2025

The Management Committee who are directors of the company for Companies Act purposes and trustees for the charity for Charity Law purposes presents its report and the financial statements for the year ended 31 March 2025.

The annual financial statements have been prepared in accordance with the accounting policies set out in note 1 of the annual financial statements and comply with the charitable company's Memorandum and Articles of Association, the Companies Act 2006 and the Statement of Recommended Practice, '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) (as amended for accounting periods commencing from 1 January 2019). This report has been prepared having taken advantage of the small companies' exemption.

OBJECTIVES AND ACTIVITIES

Objectives of the charity

The charitable company's objectives are to create a fully inclusive society where disabled people enjoy equality of opportunity as a right, not a privilege. To achieve this, the charitable company operates a number of projects to assist disabled people. There have been no changes in the charitable company's objects since the last management committee report.

The charity's mission statement is:

To promote and bring about inclusion and equality for all disabled people in all areas of life by:

- Ensuring that disabled people have access to relevant disability information, advice and support from a central contact point.
- Delivering high-quality services that empower and enable disabled people to access their rights, live independently and gain equality.
- Providing a channel and voice for disabled people to campaign on the issues they identified as important to them.
- Influencing and assisting wider society to remove all physical and attitudinal areas that cause exclusion and disadvantage to disabled people.
- Be proactive in bringing for consultation, to disabled people's attention, issues which may affect them in their future.
- The Mission Statement will be reviewed as part of the Business planning process.

Strategies for achieving objectives

Strategies include a range of mechanisms: awareness raising, campaigning and service provision.

The charity operates a number of services for disabled people in Harrow, with some services being available to people outside of the borough.

Services are funded in four ways:

- Through the local Clinical Commissioning Group, NHS Harrow
- Through social enterprise activities
- Through fundraising and donations
- Through agreements with non local authority providers

Services funded by the Clinical Commissioning Group, NHS Harrow are:

- Hearing Aids maintenance
- Advocacy

Social enterprise activities include:

- British Sign Language and other communication services for Deaf and Hard of Hearing people
- Disability Equality training
- Deaf Awareness training
- DDA training
- Creative, social and learning groups for adults and children

HARROW ASSOCIATION OF DISABLED PEOPLE

REPORT OF THE MANAGEMENT COMMITTEE (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

Social enterprise activities include (continued):

- Payroll service for Direct Payment clients
- Training in basic British Sign Language
- Support Brokerage for people who hold Direct Payments or Personal Budgets
- Support Brokerage & Appointeeships for individuals to manage their personal finances
- Disability Consultancy
- Sale of meals at the Red Brick Cafe
- Independent Living placements
- Changes Nightclub, and other social events

Services funded by grant funders:

- Clubs for young people with learning difficulties funded by BBC Children In Need
- Autism and Mentoring Outreach Service funded by City Bridge Trust

Other work includes:

- Advice into training and employment
- Awareness raising and campaigning
- Deaf services which include:
 - Drop in service
 - Information and support

HAD also takes a role in consultation and representation in local issues affecting disabled people in Harrow.

When deciding on activities and events, HAD's Trustees pay due regard to the Charity Commission's guidance on public benefit.

ACHIEVEMENTS AND PERFORMANCE

Review of performance against objectives:

Objectives for 2024/2025 were:

1. Continue all current high standards of service provision;

All services have been maintained and additional small activities have also been started to enable disabled people to become more independent and increase their social inclusion.

2. Continue to develop and raise the profile and use of our Disability Equality services;

This will be further developed in the coming year.

3. Increase services offered in line with the Self Directed Support agenda;

This will be further investigated and supporting new services will be commenced.

4. Continue to access maximum staffing levels at minimal costs to HAD, by supporting projects which also help those who need the work;

Achieved by training volunteers who are then encouraged to apply for positions within the charity.

5. Focus on campaigning and raising awareness of disability related issues;

This has continued through all services.

6. To work with surrounding boroughs on providing services for disabled people;

Applications have been made in surrounding boroughs and are waiting the outcome.

HARROW ASSOCIATION OF DISABLED PEOPLE

REPORT OF THE MANAGEMENT COMMITTEE (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

7. To work on securing accessible premises for the charity.

This will be the main focus in the forthcoming year.

To continue to achieve our aims, HAD's future strategy includes:

1. To establish new premises for the long term future by fundraising to accumulate funds to secure suitable premises.
2. To continue to provide the wide range of services
3. To increase our income generating services
4. To continue to campaign for disability rights and equality
5. To work with neighbouring boroughs to ensure disabled people have equality of rights

Review of activities

The charitable company operates a number of projects to empower, and support equality and quality of life opportunities for all disabled people, and to provide services for those people within the local community.

The charity received funding from other charitable organisations. The charity earned significant income from its independent trading activity.

The charity achieves its objectives, as defined above, through the provision of a number of services including:

Advocacy - support to enable disabled people to fight for their rights in many spheres of public and private life;

Information - a wide range of information on aspects of living with a disability, both in HAD's offices and externally;

Welfare Benefits - casework and support to complete applications for a wide range of benefits;

Direct Payment Support Services - for all who have been assessed by Harrow Council as needing care, this team offers support on how to recruit, manage and work with carers, and manage other aspects of receiving Direct Payments;

Red Brick Cafe, which provides work experience to people with learning or other disabilities, operates as a community cafe, and offers rooms which can be booked for community use. The intention is to develop the model towards providing a wider range of independent living functions, and some of this work has started, including safeguarding, and increasing customer services skills; during the year it has become a warm hub for many in the community;

Hearing Aids maintenance - support to hearing aid users in maintaining and cleaning their aids;

Changes Nightclub - as part of our Community Link Up project, an integrated nightclub for people with learning disabilities to bring their friends to;

Employment Advice and Guidance - for disabled people who are seeking work and work experience;

Deaf Services - a range of services, including: general information support; Equipment resource room, Drop in for BSL users, signed coffee morning, Basic BSL classes, Communication agency for people needing support with BSL communication, lip reading, etc;

Basic BSL training - training in BSL communication for groups of adults and children;

Disability Adviser - support to disabled people employed by Harrow Council;

Campaigning - support for mediation and campaigning activities which promote the rights and equality available to disabled people;

Equality Training - training in Disability Equality, Deaf Awareness and Living and Working with PA's;

Provision of useful products and information - e.g. sessions on using the DDA, sales of RADAR keys, distribution of light bulbs, etc;

HARROW ASSOCIATION OF DISABLED PEOPLE

REPORT OF THE MANAGEMENT COMMITTEE (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

Payroll service - a service for people who have employed personal assistants through their Direct Payment and need support to run the payroll for them;

Support Brokerage - a service for people who need additional support in order to safely manage their Direct Payments;

Managing money - as well as helping individuals learn to manage money, we now run a service which holds appointeeship, and manages day to day expenditure for people who do not have capacity to manage on their own;

Children's learning groups - as part of our community Link Up work we run classes for children to learn IT, numeracy and literature on a Saturday morning;

Adult learning groups - as part of our community Link Up work we run groups for adults to learn IT, numeracy and literature on a Saturday morning;

One off / short sessions groups - we have run a number of short session groups helping people to learn independence skills such as healthy cooking;

Creative sessions - we have run a number of arts based sessions for adults and children;

Children's activities - including dance classes, 1:1 junior club, and social outings and activities;

ASAP groups - we have meetings and outings specifically for people on the Autism and Asperger's spectrum; and

AMOS - A service that started at the end of 2019 that became more vital over the Pandemic. The services mentors adults on the autism spectrum to live independently.

FUTURE STRATEGY

In order to support HAD's main aim of equality for all disabled people, much of future focus is on attitude changing and improvement of accessibility for disabled people. In addition, we aim to secure the financial future of the organisation for as long as it is needed. HAD has drawn up a 3 year strategic plan with a view to becoming less dependent on external funding. It has a medium term financial strategy and a vision strategy up to 2030.

To achieve these aims, our future strategy involves:

1. Continue all current high standards of service provision;
2. Continue to develop and raise the profile and use of our Disability Equality services.
3. Increase services offered in line with the Self Directed Support agenda;
4. Secure additional funding to support key services such as Advocacy and Independent Living for Children and Young people.
5. Continue to access maximum staffing levels at minimal costs to HAD, by supporting projects which also help those who need the work;
6. Focus on campaigning and raising awareness of disability related issues.
7. To work with surrounding boroughs on providing services for disabled people.
8. To work on securing accessible premises for the charity.

FINANCIAL REVIEW

The net movement in funds amounted to a deficit of £57,555. This was split between an unrestricted funds deficit of £73,893 and a restricted funds surplus of £16,338. The accumulated funds at 31 March 2025 were £279,192 of which £175,894 will be utilised on restricted projects and £103,298 is attributable to unrestricted funds.

HARROW ASSOCIATION OF DISABLED PEOPLE

REPORT OF THE MANAGEMENT COMMITTEE (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

Reserves Policy

The management committee has established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets (the 'free reserves') held by the charity should be between 3 and 6 months of expenditure (approximately between £90,000 and £180,000). At this level the management committee feel that they would be able to continue the current activities of the charity. In the event of a significant drop in funding, it would be necessary to consider how the funding would be replaced or the activities changed. As at March 2025, free reserves amounted £103,123 (2024: £176,712)

Investment Policy

The Management Committee has the power to invest in such assets as they see fit. On a day to day basis, the charity invests the funds that are surplus to immediate requirement in a high interest bank account with a market competitive rate of return.

Risk Review

The Management Committee undertakes regular risk assessments for the whole charity, both financial and non-financial. They implemented appropriate guidelines and systems to mitigate these risks. These procedures have been reviewed regularly to ensure that they meet the needs of the charity.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitutional and organisational structure

Harrow Association Of Disabled People ("HAD") is a charitable company, limited by guarantee, incorporated on 8 March 2000 and registered as a charity on 2 May 2000.

The charitable company was established in accordance with the Memorandum of Association which incorporates the objects and powers of the charitable company and is governed by its Articles of Association. Under those Articles, the Management Committee, being the Board of Directors, are elected to serve for a period of 1 year. The Management Committee board will have at least 80% individual disabled people

The charity is governed by a management committee, with day to day operations being undertaken by the Chief Executive and the organisation's management.

The Management Committee meets six times a year to oversee the management of the charitable company. Operational decisions are delegated to the sub-committees, who have delegated responsibility. The Finance & General Purposes subcommittee meets bi-monthly.

The sub-committees are made up of Trustees and relevant staff members.

Recruitment and appointment of Trustees

Trustees are recruited from the charitable company's membership, and through organisations which share a common purpose. Only individual members can vote at the AGM, and at board meetings. Once potential Trustees are identified, they are invited to attend Management Committee meetings as observers.

Trustees are appointed at the AGM by a membership vote. The Trustees can co-opt members during the year, who are then ratified at the next AGM.

The Trustees invite London Borough of Harrow to appoint Council representatives to the board.

HARROW ASSOCIATION OF DISABLED PEOPLE

REPORT OF THE MANAGEMENT COMMITTEE (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

Induction and training of Trustees

New Trustees are given an induction pack which details their responsibilities and opportunities as Trustees. They are also introduced to the staff team and familiarised with the operation of the charitable company. Trustees are offered opportunities to develop their skills by attending courses through the year as and when appropriate.

All trustees are required to complete safeguarding training and a DBS certificate.

Volunteers

The charity is grateful for the efforts of our volunteers who are involved in administration and service provision. In addition, the management committee all provide their time freely to the charity. We recognise that HAD could not exist without our Board members and operational volunteers.

Public benefit

The trustees confirm that they have complied with the duty in section 2 (1) (b) of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit, 'Charities and Public Benefit'.

Responsibilities of the Management Committee

The Management Committee is responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Management Committee to prepare financial statements for each financial year. Under that law the Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). The financial statements are required by law to give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Management Committee is required to:

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

So far as each of the Management Committee members is aware at the time the report is approved:

- there is no relevant information of which the charitable company's independent 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 independent examiners are aware of that information.

Members of the Management Committee

Members of the Management Committee, who are directors for the purpose of company law and trustees for the purpose of charity law, who served during the year are set out in the Legal and Administrative Information page at the beginning of this report.

Members of the Management Committee guarantee to contribute an amount not exceeding £1 to the assets of the charitable company in the event of winding up. The total number of guarantees at 31 March 2025 was 10.

HARROW ASSOCIATION OF DISABLED PEOPLE

REPORT OF THE MANAGEMENT COMMITTEE (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

Going Concern

The Trustees have reviewed the charity's financial position, including its reserves and projected income and expenditure, and are satisfied that the charity has adequate resources to continue in operational existence for the foreseeable future. Accordingly, the financial statements have been prepared on a going concern basis.

The Trustees continue to monitor the charity's financial performance and manage expenditure carefully. Funding has been secured from a number of charitable trusts and further funding opportunities continue to be pursued, particularly to support services that cannot be delivered on a fee-charging basis. The Trustees will keep the financial position of the charity under regular review and take appropriate action where necessary to ensure its ongoing sustainability.

Independent Examiner

The trustees are in the process of appointing an Independent Examiner for the next year.

Approved by the Management Committee on 16 March 2026 and signed on its behalf by:

Navin Shah
Chair

HARROW ASSOCIATION OF DISABLED PEOPLE

INDEPENDENT EXAMINER'S REPORT TO THE MEMBERS OF HARROW ASSOCIATION OF DISABLED PEOPLE

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2025.

Responsibilities and basis of report

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

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

Independent examiner's statement

Since 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 confirm that I am qualified to undertake the examination because I am a member of The Institute of Chartered Accountants in England and Wales, 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 aspect:

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 Ireland (FRS 102)].

I have no concerns and have come across no 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.

Use of my report

This report is made solely to the Charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My independent examination work has been undertaken so that I might state to the Charity's Trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and the Charity's Trustees, as a body, for my independent examination work, for this report, or for the opinions I have formed.

David Passey, ACA

Landau Morley LLP
325 - 327 Oldfield Lane North
Greenford
Middlesex
UB6 0FX

Date: 26 March 2026

HARROW ASSOCIATION OF DISABLED PEOPLE

STATEMENT OF FINANCIAL ACTIVITIES (including Income and Expenditure Account) FOR THE YEAR ENDED 31 MARCH 2025

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2025 £	Total 2024 £
Income and endowments from:					
Donations and legacies	2	3,142	4,643	7,785	8,237
Income from investments		2,643	-	2,643	6,758
Charitable activities	3	331,177	252,391	583,568	587,541
Total income and endowments		<u>336,962</u>	<u>257,034</u>	<u>593,996</u>	<u>602,536</u>
Expenditure on:					
Charitable activities					
Advocacy service		11,726	19,702	31,428	23,238
Welfare benefits advice service		-	96,016	96,016	65,429
Direct Payments Support Scheme		66,852	-	66,852	88,190
Empowering Lives of Disabled people		8,937	81,297	90,234	89,705
Independent Living Services		25,458	23,479	48,937	40,701
Trading Services		244,544	20,202	264,746	248,641
	4	<u>357,517</u>	<u>240,696</u>	<u>598,213</u>	<u>555,904</u>
Exceptional item – Direct support adjustment	6	53,338	-	53,338	-
Total expenditure	4	<u>410,855</u>	<u>240,696</u>	<u>651,551</u>	<u>555,904</u>
Net income/(expenditure)		<u>(73,893)</u>	<u>16,338</u>	<u>(57,555)</u>	<u>46,632</u>
Net movement in funds		<u>(73,893)</u>	<u>16,338</u>	<u>(57,555)</u>	<u>46,632</u>
Fund balances as at 1 April 2024		<u>177,191</u>	<u>159,556</u>	<u>336,747</u>	<u>290,115</u>
Fund balances at 31 March 2025		<u><u>103,298</u></u>	<u><u>175,894</u></u>	<u><u>279,192</u></u>	<u><u>336,747</u></u>

All income and expenditure derive from continuing activities

The notes on pages 13 to 21 form part of these financial statements.

HARROW ASSOCIATION OF DISABLED PEOPLE

BALANCE SHEET AS AT 31 MARCH 2025

Company Reg No: 03946731

	Notes	2025 £	2024 £
Fixed assets			
Tangible fixed assets	9	21,616	24,318
Current assets			
Stock	10	2,500	2,500
Debtors	11	285,986	289,625
Cash at bank and in hand	12	219,347	146,875
		<u>507,833</u>	<u>439,000</u>
Creditors: amounts falling due within one year	13	(250,257)	(126,571)
Net current assets		<u>257,576</u>	<u>312,429</u>
Net assets		<u>279,192</u>	<u>336,747</u>
Unrestricted funds			
General funds	14	103,298	177,191
		<u>103,298</u>	<u>177,191</u>
Restricted funds	15	175,894	159,556
Total funds		<u>279,192</u>	<u>336,747</u>

For the financial year ended 31 March 2025 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

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 responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of financial statements.

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

Approved by the management committee and authorised for issue on 16 March 2026 and signed on its behalf by:

Navin Shah

James Corbett

The notes on pages 13 to 21 form part of these financial statements.

HARROW ASSOCIATION OF DISABLED PEOPLE

CASH FLOW STATEMENT FOR THE YEAR ENDED 31 MARCH 2025

	Notes	2025 £	2024 £
<u>Cash flow from operating activities</u>			
Cash absorbed by operations	19	69,829	(78,770)
Investing activities			
Investment income received		<u>2,643</u>	<u>6,758</u>
Net cash generated from investing activities		<u>2,643</u>	<u>6,758</u>
Net decrease in cash and cash equivalents		72,472	(72,012)
Cash and cash equivalents at beginning of year		146,875	218,887
Cash and cash equivalents at end of year		<u><u>219,347</u></u>	<u><u>146,875</u></u>

HARROW ASSOCIATION OF DISABLED PEOPLE

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting Policies

1.1 Basis of preparation

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) (as amended for accounting periods commencing from 1 January 2019)', the Charities Act 2011 and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

1.2 Income

Donations, grants and other forms of voluntary income are recognised as income when receivable, except insofar as they are incapable of financial measurement. Income is shown net of VAT where applicable.

1.3 Tangible fixed assets and depreciation

Tangible fixed assets are depreciated in accordance with the charity's accounting policy. Depreciation is provided at rates calculated to write off the cost of the asset less any estimated residual value over its expected useful life, as follows:

Leasehold Building	Over the term of the lease
Computer Equipment	Straight Line over 3 years
Office Equipment	Straight Line over 5 years

Items of equipment are capitalised where the purchase price exceeds £1,000.

1.4 Fundraising costs

Fundraising expenses relate to costs incurred in inducing people and organisations to contribute towards the Charity's work.

1.5 Expenditure

Expenditure is included in the Statement of Financial Activities on an accruals basis, inclusive of any VAT which cannot be recovered.

Certain expenditure is directly attributable to specific activities and has been included in those cost categories.

Certain other costs, which are attributable to more than one activity, are apportioned across categories on the basis of staffing on each project.

Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities.

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs.

1.6 Funds

Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the charity without further specified purposes and are available as general funds.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are wide and varied in pursuance of the charity's main objectives.

Designated funds are unrestricted funds earmarked by the Management Committee for particular purposes.

1.7 Stock

Stock relates to the dry consumables at the Red Brick Cafe and have been valued at the lower of cost and estimated selling price less costs to sell.

1.8 Debtors and Creditors

Debtors and Creditors are measured at the transaction price. Any changes are recognised in the Statement of Financial Activities.

1.9 Cash at Bank and In Hand

Cash at Bank and In Hand are measured at the transaction price.

HARROW ASSOCIATION OF DISABLED PEOPLE

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting Policies (Continued)

1.10 Pension contributions

The charity pays contributions towards employee stakeholder pensions. The charity's contributions to the employee stakeholder pensions are equal to the contributions paid by the employees. The contributions can be up to a maximum level for each employee as calculated for the respective employee in accordance with the Charity's pensions policy. Pension contributions are not paid in respect of any members of the Management Committee.

1.11 Operating leases

Rentals paid under operating leases are charged to the Statement of Financial Activities as incurred.

1.12 Going Concern

At the time of approving the financial statements, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus, the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.13 Government grants

A grant that specifies performance conditions is recognised in income when the performance conditions are met. Where a grant does not specify performance conditions it is recognised in income when the proceeds are received or receivable.

2 Donations and Legacies

	Unrestricted funds £	Restricted funds £	2025 £	2024 £
General donations	3,142	4,643	7,785	8,237

3 Income from charitable activities

	Unrestricted funds £	Restricted funds £	2025 £	2024 £
Fees receivable - all services	306,177	-	306,177	249,744
Harrow Giving Grant	-	25,333	25,333	16,080
BBC Children In Need	-	16,361	16,361	-
Community Fund	-	60,914	60,914	108,265
City Bridge Trust Grant	-	41,200	41,200	40,400
CCG Grant	-	26,820	26,820	26,820
HCA Joint Funding Information & Advice	-	20,715	20,715	20,715
Trust For London	-	23,894	23,894	42,469
Lloyds Bank Foundation	25,000	-	25,000	25,000
Sports Movement England Fund	-	14,810	14,810	-
Garfield Weston Foundation	-	15,000	15,000	15,000
London Catalyst Grant	-	-	-	2,500
Inclusion London	-	-	-	9,798
Hestia/CNWL	-	-	-	30,750
Other Small Grants	-	7,344	7,344	-
	331,177	252,391	583,568	587,541

Adam Gabsi, a trustee of Harrow Association of Disabled People, also acts as trustee for Inclusion London.

HARROW ASSOCIATION OF DISABLED PEOPLE

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

4 Total expenditure	Advocacy Service £	Welfare Benefits Advice £	Direct Payments Support Scheme £	Empowering Lives of Disabled people £	Independent Living & Deaf Support Services £	Trading Activities £	Total 2025 £	Total 2024 £
Direct charitable expenditure								
Staff wages and salaries	18,023	68,433	40,017	47,357	21,483	151,847	347,160	282,350
Staff Recruitment, training, Dues & subscriptions		736				320	1,056	943
Travelling expenses		37	25				62	1,156
Cafe Expenses						45,554	45,554	39,287
Freelance Interpreters					11,894		11,894	2,504
Club expenses				2,662	2,019		4,681	2,782
Volunteer expenses					136		136	586
Deaf Equipment							-	
	18,023	69,206	40,042	50,019	35,532	197,721	410,543	329,608
Support costs								
Reallocation of support and governance costs to Activities	13,405	26,810	26,810	40,215	13,405	67,025	187,670	226,296
	31,428	96,016	66,852	90,234	48,937	264,746	598,213	555,904

HARROW ASSOCIATION OF DISABLED PEOPLE

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

5	Support and Governance Costs	2025 £	2025 £	2024 £	2024 £
	Support costs allocated to services				
	Salaries (incl. NIC & Pension)	22,540		49,757	
	Staff Recruitment & Training	743		1,323	
	Rent and rates	72,765		84,157	
	Insurance	3,663		3,461	
	Repairs & Renewals	7,417		5,449	
	Printing, postage & stationery	2,235		4,291	
	Marketing & Publicity & Website	1,434		227	
	Telephone	4,885		4,892	
	Staff expenses	150		303	
	Finance Consultant	16,950		18,255	
	Development Leader	31,437		36,004	
	Charity Log Expenses	1,080		2,751	
	Quality Mark	1,899		-	
	VAT Partial exemption	1,580		2,098	
	Equipment rentals	2,095		2,684	
	Sundry expenses	454		644	
	Bank charges	87		309	
	Subscriptions	1,574		49	
	Depreciation	2,702		2,702	
			175,690		219,356
	Governance Costs				
	Trustee Indemnity Insurance	1,059		1,009	
	Independent Review	2,760		1,255	
	Consultancy, Legal & Professional	8,061		4,576	
	AGM & General Meeting Expenses	100		100	
			11,980		6,940
			<u>187,670</u>		<u>226,296</u>
6	Exceptional item - Direct Support Adjustment				
	During the year, deficits of £53,338 were identified in two client accounts arising from overpayments that are no longer recoverable. Given the size of the amount relative to the charity's income, the Trustees have approved the write-off, and it has been presented separately as an exceptional item in the Statement of Financial Activities.				
7	Net income for the year		2025		2024
	This is stated after charging:		£		£
	Depreciation		2,702		2,702
	Independent Examiner remuneration		<u>2,760</u>		<u>1,255</u>

HARROW ASSOCIATION OF DISABLED PEOPLE

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

8	Staff costs and Trustees remuneration	2025 £	2024 £
	Staff costs were as follows:		
	Wages and salaries	335,624	305,064
	Social security costs	22,237	13,993
	Pensions	11,839	13,050
		<u>369,700</u>	<u>332,107</u>

No employee received annual emoluments of more than £60,000.

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

	2025 Number	2024 Number
Advocacy Service	1	1
Welfare Benefits Service	2	2
Direct Payments Support Services	2	2
Empowering Lives of Disabled people with Learning Difficulties	3	2
Independent Living Co-ordinator	1	1
Trading Services	5	5
Support	1	1
	<u>15</u>	<u>14</u>

No trustees received any remuneration or reimbursement of expenses for the year (2024 - nil).

The Charity has provided indemnity insurance on behalf of its trustees as part of its total charity insurance. This has been provided to protect both the trustees and the charity against losses arising from any neglect or default.

The total emoluments paid to the Senior Management team in the year were £22,415 (2024: £34,591)

HARROW ASSOCIATION OF DISABLED PEOPLE

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

9	Tangible fixed assets	Leasehold Building 2025 £	Fixtures Fittings & 2025 £	Total 2025 £
	Cost			
	At 1 April 2024	59,444	38,391	97,835
	Additions in year	-	-	-
	Disposals in year	-	-	-
	At 31 March 2025	59,444	38,391	97,835
	Depreciation			
	At 1 April 2024	35,126	38,391	73,517
	Charge for the year	2,702	-	2,702
	Disposals in year	-	-	-
	At 31 March 2025	37,828	38,391	76,219
	Net book value			
	At 31 March 2025	21,616	-	21,616
	At 31 March 2024	24,318	-	24,318
10	Stock		2025 £	2,024 £
	Dry Consumables at Red Brick Cafe		2,500	2,500
11	Debtors		2025 £	2024 £
	Trade debtors		233,976	252,882
	Other debtors		5,550	6,817
	Prepayments & Accrued Income		46,460	29,926
			285,986	289,625
12	Funds held on behalf of third parties			
	During the year HAD Charity maintained bank client accounts for its brokerage and appointee clients. The balances as at 31 March 2025 of £1,604,511 (2024: £1,608,802) held on behalf of third parties is excluded from the total cash and bank balance of £219,347.			
13	Creditors: amounts falling due within one year		2025 £	2024 £
	Sundry creditors		182,732	96,375
	VAT creditor		6,266	6,382
	PAYE creditor		4,321	5,141
	Accruals and deferred income		3,600	18,673
	Other Creditor		53,338	-
			250,257	126,571

HARROW ASSOCIATION OF DISABLED PEOPLE

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

14	Charity Unrestricted funds	Balance at 1 April 2024 £	Transfer £	Movement in Funds Incoming £	Outgoing £	Balance at 31 March 2025 £
	General funds	177,191		336,962	(410,855)	103,298
		<u>177,191</u>	<u>-</u>	<u>336,962</u>	<u>(410,855)</u>	<u>103,298</u>

15 Restricted funds

The income funds of the Charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes.

	Balance at 1 April 2024 £	Transfer £	Movement in Funds Incoming £	Outgoing £	Balance at 31 March 2025 £
Big Lottery Fund	24,143	-	-	(2,702)	21,441
City Bridge Grant	12,914	-	41,200	(35,102)	19,012
Trust For London	34,329	-	23,894	(23,894)	34,329
Community Fund	75,500	-	60,914	(60,914)	75,500
BBC Children In Need	-	-	16,361	(16,361)	-
CCG Grant	-	-	26,820	(26,820)	-
Harrow Giving Grant	5,000	-	25,333	(17,700)	12,633
HCA Joint Funding	-	-	20,715	(20,715)	-
Garfield Weston Foundation	-	-	15,000	(15,000)	-
London Catalyst Grant	2,500	-	-	(2,500)	-
Sports Movement England Fund	-	-	14,810	(12,110)	2,700
Hardship Fund	1,170	-	-	-	1,170
Other Small Grants	-	-	7,344	(6,878)	466
Donations	4,000	-	4,643	-	8,643
	<u>159,556</u>	<u>-</u>	<u>257,034</u>	<u>(240,696)</u>	<u>175,894</u>

The Harrow Healthy Living Centre, now Red Brick Café received a grant from the Big Lottery for setting up the cafe and centre.

The Red Brick Café focuses on providing advice on healthy living to people with learning difficulties.

CCG Advocacy & Hearing Aids funding is to provide an advocacy service to people who have health and medical issues and to support people who are deaf or hard of hearing.

HCA Joint Advocacy & information Service (SWISH) provides information and sign posting to the local community

Harrow Giving Grant was received to provide the café as a Warm Hub.

The Grant from City Bridge Trust is for the new Autism and Mentoring Outreach Service (AMOS)

The grant from Trust for London is for the Welfare Benefits Manager.

Garfield Weston Foundation has provided a grant over 3 years towards the charity's core costs.

The grant from BBC Children In Need is for the Independent Living services for children and young people.

The grant from Sports Movement England was provided to fund leisure activities designed to reduce social exclusion and promote better health and well-being.

Community Fund provided grants for the Advocacy, Welfare Benefits and Information Service.

16	Analysis of net assets between funds	Unrestricted Funds Designated £	Other £	Restricted Funds £	Total £
	Fund balances at 31 March 2025 are represented by:				
	Fixed assets	-	175	21,441	21,616
	Current assets	-	353,380	154,453	507,833
	Creditors: amounts falling due within one year	-	(250,257)	-	(250,257)
		<u>-</u>	<u>103,298</u>	<u>175,894</u>	<u>279,192</u>

17 Share capital

Harrow Association of Disabled People is a company limited by guarantee. It does not have share capital. Members of the charitable company guarantee to contribute an amount not exceeding £1 to the assets of the charitable company in the event of winding up. The total number of such guarantees at 31 March 2025 was 11 (2024 - 11).

HARROW ASSOCIATION OF DISABLED PEOPLE

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

18 2024 Comparatives

	Unrestricted Funds £	Restricted Funds £	Total 2024 £
Income and endowments from:			
Donations and legacies	4,237	4,000	8,237
Income from investments	6,758	-	6,758
Charitable activities	274,744	312,797	587,541
Other Income		-	-
Total income and endowments	<u>285,739</u>	<u>316,797</u>	<u>602,536</u>
Expenditure on:			
Charitable activities			
Advocacy service	-	23,238	23,238
Welfare benefits advice service	22,960	42,469	65,429
Direct Payments Support Scheme	88,190	-	88,190
Empowering Lives of Disabled people	-	89,705	89,705
Independent Living Co-ordinator	2,833	37,868	40,701
Trading Services	200,061	48,580	248,641
	<u>314,044</u>	<u>241,860</u>	<u>555,904</u>
Total expenditure	<u>314,044</u>	<u>241,860</u>	<u>555,904</u>
Net income/(expenditure)	(28,305)	74,937	46,632
Net movement in funds	<u>(28,305)</u>	<u>74,937</u>	<u>46,632</u>
Fund balances as at 1 April 2023	205,496	84,619	290,115
Fund balances at 31 March 2024	<u>177,191</u>	<u>159,556</u>	<u>336,747</u>

HARROW ASSOCIATION OF DISABLED PEOPLE

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

19	<u>Cash generated from operations</u>	2025	2024
	Surplus/ (Deficit) for the year	(57,555)	46,632
	Adjustments for :		
	Investment income recognised in statement of financial activities	(2,643)	(6,758)
	Depreciation and impairment of Building & Fixtures and fittings	2,702	2,702
	Movements in working capital:		
	(Increase) / decrease in trade and other receivables	3,639	(120,721)
	(Decrease) / increase in trade and other payables	123,686	(625)
		<u>69,829</u>	<u>(78,770)</u>

HARROW ASSOCIATION OF DISABLED PEOPLE

England & Wales - Charity number 1080505

Accounts

HARROW ASSOCIATION OF DISABLED PEOPLE
(A company limited by guarantee)

**ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

Charity No. 1080505
Company No. 03946731

HARROW ASSOCIATION OF DISABLED PEOPLE

CONTENTS

	Page
Reference and Administrative Information	1
Report of the Management Committee	2 - 8
Independent Examiner's Report	9
Statement of Financial Activities	10
Balance Sheet	11
Cash Flow Statement	12
Notes to the Accounts	13 - 21

HARROW ASSOCIATION OF DISABLED PEOPLE

REFERENCE AND ADMINISTRATIVE INFORMATION

Charity Harrow Association of Disabled People

Company Number 03946731

Charity Number 1080505

Management Committee

Adam Gabsi, Chair

Navin Shah, Vice Chair

Janet Bell, Vice Chair

Haresh Puvanagopan, Treasurer

Elizabeth Hugo

Suzanne Dalfoss

Gladys Janes

Stuart Dashwood

William Phillips

Louise Weldon

James Corbett (Appointed 14/12/2023)

Brahma Mohanty (Resigned 14/12/2023)

Co-opted Trustees

Krishna Suresh

Julie Browne

Koya Greenaway-Harvey

Srini Arumugam

Company Secretary

Ushma Shah

Staff Representative

Umesh Raichada

Sub-committee

Key Finance and General Purpose Sub-committee

Haresh Puvanagopan

Adam Gabsi

Krishna Suresh

James Corbett

Registered Office and operational address

The Wealdstone Centre, 38 - 40 High Street, Wealdstone, HA3 7AE

Independent Examiner

David Passey, Landau Morley LLP, 325 - 327 Oldfield Lane North, Greenford, Middlesex, UB6 0FX

Bankers

CAF Bank Ltd, 25 Kings Hill Avenue, Kings Hill, West Mailing, Kent ME19 4JQ

Metro Bank, One Southampton Row, London WC1B 5HA

HARROW ASSOCIATION OF DISABLED PEOPLE

REPORT OF THE MANAGEMENT COMMITTEE FOR THE YEAR ENDED 31 MARCH 2024

The Management Committee who are directors of the company for Companies Act purposes and trustees for the charity for Charity Law purposes presents its report and the financial statements for the year ended 31 March 2024.

The annual financial statements have been prepared in accordance with the accounting policies set out in note 1 of the annual financial statements and comply with the charitable company's Memorandum and Articles of Association, the Companies Act 2006 and the Statement of Recommended Practice, '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) (as amended for accounting periods commencing from 1 January 2019). This report has been prepared having taken advantage of the small companies' exemption.

OBJECTIVES AND ACTIVITIES

Objectives of the charity

The charitable company's objectives are to create a fully inclusive society where disabled people enjoy equality of opportunity as a right, not a privilege. To achieve this, the charitable company operates a number of projects to assist disabled people. There have been no changes in the charitable company's objects since the last management committee report.

The charity's mission statement is:

To promote and bring about inclusion and equality for all disabled people in all areas of life by:

- Ensuring that disabled people have access to relevant disability information, advice and support from a central contact point.
- Delivering high-quality services that empower and enable disabled people to access their rights, live independently and gain equality.
- Providing a channel and voice for disabled people to campaign on the issues they identified as important to them.
- Influencing and assisting wider society to remove all physical and attitudinal areas that cause exclusion and disadvantage to disabled people.
- Be proactive in bringing for consultation, to disabled people's attention, issues which may affect them in their future.
- The Mission Statement will be reviewed as part of the Business planning process.

Strategies for achieving objectives

Strategies include a range of mechanisms: awareness raising, campaigning and service provision.

The charity operates a number of services for disabled people in Harrow, with some services being available to people outside of the borough.

Services are funded in four ways:

- Through the local Clinical Commissioning Group, NHS Harrow
- Through social enterprise activities
- Through fundraising and donations
- Through agreements with non local authority providers

Services funded by the Clinical Commissioning Group, NHS Harrow are:

- Hearing Aids maintenance
- Advocacy

Social enterprise activities include:

- British Sign Language and other communication services for Deaf and Hard of Hearing people
- Disability Equality training
- Deaf Awareness training
- DDA training
- Creative, social and learning groups for adults and children

HARROW ASSOCIATION OF DISABLED PEOPLE

REPORT OF THE MANAGEMENT COMMITTEE (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

Social enterprise activities include (continued):

- Payroll service for Direct Payment clients
- Training in basic British Sign Language
- Support Brokerage for people who hold Direct Payments or Personal Budgets
- Support Brokerage & Appointeeships for individuals to manage their personal finances
- Disability Consultancy
- Sale of meals at the Red Brick Cafe
- Independent Living placements
- Changes Nightclub, and other social events

Services funded by grant funders:

- Clubs for young people with learning difficulties funded by BBC Children In Need
- Autism and Mentoring Outreach Service funded by City Bridge Trust

Other work includes:

- Advice into training and employment
- Awareness raising and campaigning
- Deaf services which include:
 - Drop in service
 - Information and support

HAD also takes a role in consultation and representation in local issues affecting disabled people in Harrow.

When deciding on activities and events, HAD's Trustees pay due regard to the Charity Commission's guidance on public benefit.

ACHIEVEMENTS AND PERFORMANCE

Review of performance against objectives:

Objectives for 2023/ 2024 were:

1. Continue to increase work with children and young people to engender good attitudes regarding equality and disability in future generations;

We have continued to work with children and young people through new groups, Buzz Base and Art Inspired. In addition the regular cooking class has continued.

2. Continue to develop and raise the profile and use of our Disability Equality services, such as our training, access auditing and British Sign Language support;

This work has continued and will be further developed in the future.

3. Increase peer support and evaluation work;

This has been done through the provision of the ASAP and AMOS services, together with the provision of the café as a Warm Hub. The charity now uses Charity Log to collect vital data for evaluation.

4. Increase services offered in line with the Self Directed Support agenda;

This has continued

5. Secure additional funding to support key services such as Welfare Benefits and Advocacy.

New funding from the National Lottery has been secured to support the Welfare Benefits service.

- Continue to access maximum staffing levels at minimal costs to HAD, by supporting projects which also help those who need the work;
6. *This has continued through all services.*

HARROW ASSOCIATION OF DISABLED PEOPLE

REPORT OF THE MANAGEMENT COMMITTEE (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

7. Continue all current high standards of service provision;
This has continued through all services.
8. Continue to raise awareness of, and commitment to, equality principles in Harrow;
The board and its members actively participate in issues concerning Disabled people in Harrow. A new Campaigning group has been formed.
9. Work on organisational formats such as merger which will increase long term sustainability;
The board has decided that this is not an option that can be considered at this time.
10. Develop services in NW London;
This constitution was amended at the EGM to enable the charity to provide services outside of the local borough.
11. Consider merger, acquisition and collaborative activities which are in HAD's interests;
This is ongoing
12. Campaigning and awareness raising activities may need to increase as cuts increasingly affect disabled people.

A new campaigning group has been formed and its main priority is the implementation of Personal Emergency Evacuation Plans (PEEPs) for disabled people.

To continue to achieve our aims, HAD's future strategy includes:

1. To work in surrounding boroughs to provide services that will enable disabled people to have equality of rights.
2. To continue to increase independent sources of funding.
3. To continue to provide high quality services to disabled people.
4. To ensure that representation and campaigning continues for disabled people in response to need.
5. To continue to raise awareness of equality, particularly disability equality.

Review of activities

The charitable company operates a number of projects to empower, and support equality and quality of life opportunities for all disabled people, and to provide services for those people within the local community.

The charity no longer receives any funding from the local authority. The charity received funding from other charitable organisations. The charity earned significant income from its independent trading activity.

The charity achieves its objectives, as defined above, through the provision of a number of services including:

Advocacy - support to enable disabled people to fight for their rights in many spheres of public and private life;

Information - a wide range of information on aspects of living with a disability, both in HAD's offices and externally;

Welfare Benefits - casework and support to complete applications for a wide range of benefits;

Direct Payment Support Services - for all who have been assessed by Harrow Council as needing care, this team offers support on how to recruit, manage and work with carers, and manage other aspects of receiving Direct Payments;

Red Brick Cafe, which provides work experience to people with learning or other disabilities, operates as a community cafe, and offers rooms which can be booked for community use. The intention is to develop the model towards providing a wider range of independent living functions, and some of this work has started, including safeguarding, and increasing customer services skills; during the year it has become a warm hub for many in the community;

HARROW ASSOCIATION OF DISABLED PEOPLE

REPORT OF THE MANAGEMENT COMMITTEE (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

Hearing Aids maintenance - support to hearing aid users in maintaining and cleaning their aids;

Changes Nightclub - as part of our Community Link Up project, an integrated nightclub for people with learning disabilities to bring their friends to;

Employment Advice and Guidance - for disabled people who are seeking work and work experience;

Deaf Services - a range of services, including: general information support; Equipment resource room, Drop in for BSL users, signed coffee morning, Basic BSL classes, Communication agency for people needed support with BSL communication, lip reading, etc;

Basic BSL training - training in BSL communication for groups of adults and children;

Disability Adviser - support to disabled people employed by Harrow Council;

Campaigning - support for mediation and campaigning activities which promote the rights and equality available to disabled people;

Equality Training - training in Disability Equality, Deaf Awareness and Living and Working with PA's;

Provision of useful products and information - e.g. sessions on using the DDA, sales of RADAR keys, distribution of light bulbs, etc;

Payroll service - a service for people who have employed personal assistants through their Direct Payment and need support to run the payroll for them;

Support Brokerage - a service for people who need additional support in order to safely manage their Direct Payments;

Managing money - as well as helping individuals learn to manage money, we now run a service which holds appointeeship, and manages day to day expenditure for people who do not have capacity to manage on their own;

Children's learning groups - as part of our community Link Up work we run classes for children to learn IT, numeracy and literature on a Saturday morning;

Adult learning groups - as part of our community Link Up work we run groups for adults to learn IT, numeracy and literature on a Saturday morning;

One off / short sessions groups - we have run a number of short session groups helping people to learn independence skills such as healthy cooking;

Creative sessions - we have run a number of arts based sessions for adults and children;

Children's activities - including dance classes, 1:1 junior club, and social outings and activities;

ASAP groups - we have meetings and outings specifically for people on the Autism and Asperger's spectrum; and

AMOS - A new service that started at the end of 2019 but being more vital over the pandemic. The services mentor adults on the autism spectrum to live independently.

FUTURE STRATEGY

In order to support HAD's main aim of equality for all disabled people, much of future focus is on attitude changing and improvement of accessibility for disabled people. In addition, we aim to secure the financial future of the organisation for as long as it is needed. HAD has drawn up a 3 year strategic plan with a view to becoming less dependent on external funding. It has a medium term financial strategy and a vision strategy up to 2030.

To achieve these aims, our future strategy involves:

1. Continue all current high standards of service provision;
2. Continue to develop and raise the profile and use of our Disability Equality services.
3. Increase services offered in line with the Self Directed Support agenda;
4. Secure additional funding to support key services such as Advocacy and Independent Living for Children and Young people.
5. Continue to access maximum staffing levels at minimal costs to HAD, by supporting projects which also help those who need the work;
6. Focus on campaigning and raising awareness of disability related issues.
7. To work with surrounding boroughs on providing services for disabled people.
8. To work on securing accessible premises for the charity.

FINANCIAL REVIEW

The net movement in funds amounted to a surplus of £46,632. This was split between an unrestricted funds deficit of £28,305 and a restricted funds surplus of £74,937. The accumulated funds at 31 March 2024 were £336,747 of which £159,556 will be utilised on restricted projects and £177,191 is attributable to unrestricted funds.

HARROW ASSOCIATION OF DISABLED PEOPLE

REPORT OF THE MANAGEMENT COMMITTEE (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

Reserves Policy

The management committee has established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets (the 'free reserves') held by the charity should be between 3 and 6 months of expenditure (approximately between £90,000 and £180,000). At this level the management committee feel that they would be able to continue the current activities of the charity. In the event of a significant drop in funding, it would be necessary to consider how the funding would be replaced or the activities changed.

Investment Policy

The Management Committee has the power to invest in such assets as they see fit. On a day to day basis, the charity invests the funds that are surplus to immediate requirement in a high interest bank account with a market competitive rate of return.

Risk Review

The Management Committee undertakes regular risk assessments for the whole charity, both financial and non-financial. They implemented appropriate guidelines and systems to mitigate these risks. These procedures have been reviewed regularly to ensure that they meet the needs of the charity.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitutional and organisational structure

Harrow Association Of Disabled People ("HAD") is a charitable company, limited by guarantee, incorporated on 8 March 2000 and registered as a charity on 2 May 2000.

The charitable company was established in accordance with the Memorandum of Association which incorporates the objects and powers of the charitable company and is governed by its Articles of Association. Under those Articles, the Management Committee, being the Board of Directors, are elected to serve for a period of 1 year. The Management Committee board will have at least 80% individual disabled people.

The charity is governed by a management committee, with day to day operations being undertaken by the Chief Executive and the organisation's management.

The Management Committee meets six times a year to oversee the management of the charitable company. Operational decisions are delegated to the sub-committees, who have delegated responsibility. The Finance & General Purposes subcommittee meets bi-monthly.

The sub-committees are made up of Trustees and relevant staff members.

Recruitment and appointment of Trustees

Trustees are recruited from the charitable company's membership, and through organisations which share a common purpose. Only individual members can vote at the AGM, and at board meetings. Once potential Trustees are identified, they are invited to attend Management Committee meetings as observers.

Trustees are appointed at the AGM by a membership vote. The Trustees can co-opt members during the year, who are then ratified at the next AGM.

The Trustees invite London Borough of Harrow to appoint Council representatives to the board.

HARROW ASSOCIATION OF DISABLED PEOPLE

REPORT OF THE MANAGEMENT COMMITTEE (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

Induction and training of Trustees

New Trustees are given an induction pack which details their responsibilities and opportunities as Trustees. They are also introduced to the staff team and familiarised with the operation of the charitable company. Trustees are offered opportunities to develop their skills by attending courses through the year as and when appropriate.

All trustees are required to complete safeguarding training and a DBS certificate.

Volunteers

The charity is grateful for the efforts of our volunteers who are involved in administration and service provision. In addition, the management committee all provide their time freely to the charity. We recognise that HAD could not exist without our Board members and operational volunteers.

Public benefit

The trustees confirm that they have complied with the duty in section 2 (1) (b) of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit, 'Charities and Public Benefit'.

Responsibilities of the Management Committee

The Management Committee is responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Management Committee to prepare financial statements for each financial year. Under that law the Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). The financial statements are required by law to give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Management Committee is required to;

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

So far as each of the Management Committee members is aware at the time the report is approved:

- there is no relevant information of which the charitable company's independent 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 independent examiners are aware of that information.

Members of the Management Committee

Members of the Management Committee, who are directors for the purpose of company law and trustees for the purpose of charity law, who served during the year are set out in the Legal and Administrative Information page at the beginning of this report.

Members of the Management Committee guarantee to contribute an amount not exceeding £1 to the assets of the charitable company in the event of winding up. The total number of guarantees at 31 March 2024 was 11.

HARROW ASSOCIATION OF DISABLED PEOPLE

REPORT OF THE MANAGEMENT COMMITTEE (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

Going Concern

At the time of approving the financial statements, the Trustees are confident that the charity has adequate resources to support the current level of expenditure and to continue in operational existence for the foreseeable future. The Red Brick cafe and offices are now back to normal, however some staff continue to work from home. The management committee has secured Government funding and other charitable trust funding to cover core and service costs. The Trustees will continue to evaluate the financial impact of the situation.

Independent Examiner

David Passey has been re-appointed as Independent Examiner.

Approved by the Management Committee on 18 November 2024 and signed on its behalf by:

Adam Gabsi
Chair

HARROW ASSOCIATION OF DISABLED PEOPLE

INDEPENDENT EXAMINER'S REPORT TO THE MEMBERS OF HARROW ASSOCIATION OF DISABLED PEOPLE

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2024.

Responsibilities and basis of report

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

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

Independent examiner's statement

Since 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 confirm that I am qualified to undertake the examination because I am a 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:

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 Ireland (FRS 102)].

I have no concerns and have come across no 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.

Use of my report

This report is made solely to the Charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My independent examination work has been undertaken so that I might state to the Charity's Trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and the Charity's Trustees, as a body, for my independent examination work, for this report, or for the opinions I have formed.

David Passey, ACA

Landau Morley LLP
325 - 327 Oldfield Lane North
Greenford
Middlesex
UB6 0FX

28th November 2024

HARROW ASSOCIATION OF DISABLED PEOPLE

STATEMENT OF FINANCIAL ACTIVITIES (including Income and Expenditure Account) FOR THE YEAR ENDED 31 MARCH 2024

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2024 £
Income and endowments from:				
Donations and legacies	2	4,237	4,000	8,237
Income from investments		6,758	-	6,758
Charitable activities	3	274,744	312,797	587,541
Total income and endowments		<u>285,739</u>	<u>316,797</u>	<u>602,536</u>
Expenditure on:				
Charitable activities				
Advocacy service		-	23,238	23,238
Welfare benefits advice service		22,960	42,469	65,429
Direct Payments Support Scheme		88,190	-	88,190
Empowering Lives of Disabled people		-	89,705	89,705
Independent Living Services		2,833	37,868	40,701
Trading Services		200,061	48,580	248,641
	4	<u>314,044</u>	<u>241,860</u>	<u>555,904</u>
Total expenditure	4	<u>314,044</u>	<u>241,860</u>	<u>555,904</u>
Net income/(expenditure)		<u>(28,305)</u>	<u>74,937</u>	<u>46,632</u>
Net movement in funds		(28,305)	74,937	46,632
Fund balances as at 1 April 2023		205,496	84,619	290,115
Fund balances at 31 March 2024		<u>177,191</u>	<u>159,556</u>	<u>336,747</u>

All income and expenditure derive from continuing activities

The notes on pages 12 to 19 form part of these financial statements.

	Total
	2023
	£
	14,195
	856
	424,756
	<u>439,807</u>
	20,590
	54,449
	78,268
	79,505
	49,025
	192,468
	<u>474,305</u>
	<u>474,305</u>
	<u>(34,498)</u>
	(34,498)
	324,613
	<u>290,115</u>
	<u><u>290,115</u></u>

HARROW ASSOCIATION OF DISABLED PEOPLE

BALANCE SHEET AS AT 31 MARCH 2024

Company Reg No: 03946731

	Notes	2024 £	2023 £
Fixed assets			
Tangible fixed assets	8	24,318	27,020
Current assets			
Stock	9	2,500	2,500
Debtors	10	289,625	168,904
Cash at bank and in hand	11	146,875	218,887
		439,000	390,291
Creditors: amounts falling due within one year	12	(126,571)	(127,196)
Net current assets		312,429	263,095
Net assets		336,747	290,115
Unrestricted funds			
General funds	13	177,191	205,496
		177,191	205,496
Restricted funds	14	159,556	84,619
Total funds		336,747	290,115

For the financial year ended 31 March 2024 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

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 responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of financial statements.

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

Approved by the management committee and authorised for issue on 18 November 2024 and signed on its behalf by:

Adam Gabsi

Haresh Puvanagopan

The notes on pages 13 to 21 form part of these financial statements.

HARROW ASSOCIATION OF DISABLED PEOPLE

CASH FLOW STATEMENT FOR THE YEAR ENDED 31 MARCH 2024

	Notes	2024 £	2023 £
<u>Cash flow from operating activities</u>			
Cash absorbed by operations	18	(78,770)	22,841
Investing activities			
Investment income received		<u>6,758</u>	<u>856</u>
Net cash generated from investing activities		<u>6,758</u>	<u>856</u>
Net decrease in cash and cash equivalents		(72,012)	23,697
Cash and cash equivalents at beginning of year		218,887	195,190
Cash and cash equivalents at end of year		<u><u>146,875</u></u>	<u><u>218,887</u></u>

HARROW ASSOCIATION OF DISABLED PEOPLE

STATEMENT OF CASH FLOWS AS AT 31 MARCH 2019

	2019 £	2018 £
Net income/(expenditure) for the reporting period	(64,784)	199,326
Adjustments for:		
Depreciation	2,702	2,702
Decrease/ (increase) in stock	-	-
Decrease in debtors	(127,817)	71,656
Decrease in creditors	(20,285)	(17,241)
Dividends and interest from investments	(233)	(99)
Net cash provided by/(used in) operating activities	(210,417)	256,344
Cash flow from investing activities:		
Dividends and interest from investments	233	99
Net cash provided by/(used in) investing activities	233	99
Change in cash and cash equivalents in the reporting period	45,450	147,612
Cash and cash equivalents at the beginning of the period	300,661	153,049
Cash and cash equivalents at the end of the period	346,111	300,661
Analysis of cash and cash equivalents	Balance at 2019 £	Balance at 2018 £
Cash in hand	94,465	65,364
Notice deposits	251,646	235,297
	346,111	300,661

HARROW ASSOCIATION OF DISABLED PEOPLE

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2024

1 Accounting Policies

1.1 Basis of preparation

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) (as amended for accounting periods commencing from 1 January 2019)', the Charities Act 2011 and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

1.2 Income

Donations, grants and other forms of voluntary income are recognised as income when receivable, except insofar as they are incapable of financial measurement. Income is shown net of VAT where applicable.

1.3 Tangible fixed assets and depreciation

Tangible fixed assets are depreciated in accordance with the charity's accounting policy. Depreciation is provided at rates calculated to write off the cost of the asset less any estimated residual value over its expected useful life, as follows:

Leasehold Building	Over the term of the lease
Computer Equipment	Straight Line over 3 years
Office Equipment	Straight Line over 5 years

Items of equipment are capitalised where the purchase price exceeds £1,000.

1.4 Fundraising costs

Fundraising expenses relate to costs incurred in inducing people and organisations to contribute towards the Charity's work.

1.5 Expenditure

Expenditure is included in the Statement of Financial Activities of an accruals basis, inclusive of any VAT which cannot be recovered.

Certain expenditure is directly attributable to specific activities and has been included in those cost categories.

Certain other costs, which are attributable to more than one activity, are apportioned across categories on the basis of staffing on each project.

Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities.

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the our activities.

1.6 Funds

Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the charity without further specified purposes and are available as general funds.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are wide and varied in pursuance of the charity's main objectives.

Designated funds are unrestricted funds earmarked by the Management Committee for particular purposes.

1.7 Stock

Stock relates to the dry consumables at the Red Brick Cafe and have been valued at the lower of cost and estimated selling price less costs to sell.

1.8 Debtors and Creditors

Debtors and Creditors are measured at the transaction price. Any changes are recognised in the Statement of Financial Activities.

1.9 Cash at Bank and In Hand

Cash at Bank and In Hand are measured at the transaction price.

HARROW ASSOCIATION OF DISABLED PEOPLE

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting Policies (Continued)

1.10 Pension contributions

The charity pays contributions towards employee stakeholder pensions. The charity's contributions to the employee stakeholder pensions are equal to the contributions paid by the employees. The contributions can be up to a maximum level for each employee as calculated for the respective employee in accordance with the Charity's pensions policy. Pension contributions are not paid in respect of any members of the Management Committee.

1.11 Operating leases

Rentals paid under operating leases are charged to the Statement of Financial Activities as incurred.

1.12 Going Concern

At the time of approving the financial statements, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus, the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.13 Government grants

A grant that specifies performance conditions is recognised in income when the performance conditions are met. Where a grant does not specify performance conditions it is recognised in income when the proceeds are received or receivable.

2 Donations and Legacies

	Unrestricted funds £	Restricted funds £	2024 £	2023 £
General donations	4,237	4,000	8,237	14,195

3 Income from charitable activities

	Unrestricted funds £	Restricted funds £	2024 £	2023 £
Fees receivable - all services	249,744	-	249,744	207,349
Harrow Giving Grant	-	16,080	16,080	7,000
Community Fund	-	108,265	108,265	-
City Bridge Trust Grant	-	40,400	40,400	39,600
CCG Grant	-	26,820	26,820	26,820
HCA Joint Funding Information & Advice	-	20,715	20,715	35,915
Trust For London	-	42,469	42,469	53,179
Lloyds Bank Foundation	25,000	-	25,000	-
Edward Gostling Foundation	-	-	-	10,000
Garfield Weston Foundation	-	15,000	15,000	15,000
London Catalyst Grrant	-	2,500	2,500	4,920
Inclusion London	-	9,798	9,798	10,000
Hestia/CNWL	-	30,750	30,750	10,250
Access to work	-	-	-	4,723
	274,744	312,797	587,541	424,756

Adam Gabsi, a trustee of Harrow Association of Disabled People, also acts as trustee for Inclusion London.

HARROW ASSOCIATION OF DISABLED PEOPLE

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

4 Total expenditure	Advocacy Service £	Welfare Benefits Advice £	Direct Payments Support Scheme £	Empowering Lives of Disabled people £	Independent Living & Deaf Support Services £	Trading Activities £	Total 2024 £	Total 2023 £
Direct charitable expenditure								
Staff wages and salaries	5,831	29,671	53,375	54,492	18,430	120,551	282,350	268,171
Staff Recruitment, training, Dues & subscriptions		943					943	805
Travelling expenses						1,156	1,156	789
Cafe Expenses						39,287	39,287	29,556
Freelance Interpreters					2,504		2,504	2,326
Club expenses				398	2,360	24	2,782	12,680
Client expenses						586	586	442
Deaf Equipment							-	79
	5,831	30,614	53,375	54,890	23,294	161,604	329,608	314,848
Support costs								
Reallocation of support and governance costs to Activities	17,407	34,815	34,815	34,815	17,407	87,037	226,296	159,458
	23,238	65,429	88,190	89,705	40,701	248,641	555,904	474,306

HARROW ASSOCIATION OF DISABLED PEOPLE

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

5	Support and Governance Costs	2024 £	2024 £	2023 £	2023 £
	Support costs allocated to services				
	Salaries (incl. NIC & Pension)	49,757		56,380	
	Staff Recruitment & Training	1,323		1,374	
	Rent and rates	84,156		22,176	
	Insurance	3,461		3,782	
	Repairs & Renewals	5,449		10,542	
	Printing, postage & stationery	4,291		3,995	
	Marketing & Publicity & Website	227		975	
	Telephone	4,892		5,055	
	Staff expenses	303		278	
	Finance Consultant	18,255		16,000	
	Development Leader	36,004		18,270	
	Charity Log Expenses	2,751		-	
	VAT Partial exemption	2,098		2,552	
	Equipment rentals	2,684		5,226	
	Sundry expenses	644		531	
	Bank charges	309		972	
	Subscriptions	49		834	
	Depreciation	2,702		2,702	
			219,355		151,644
	Governance Costs				
	Trustee Indemnity Insurance	1,009		1,113	
	Independent Review	1,255		2,225	
	Consultancy, Legal & Professional	4,576		4,386	
	AGM & General Meeting Expenses	100		90	
			6,940		7,814
			<u>226,295</u>		<u>159,458</u>
6	Net income for the year		2024		2023
	This is stated after charging:		£		£
	Depreciation		2,702		2,702
	Independent Examiner remuneration		<u>1,255</u>		<u>1,165</u>

HARROW ASSOCIATION OF DISABLED PEOPLE

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

7	Staff costs and Trustees remuneration	2024 £	2023 £
	Staff costs were as follows:		
	Wages and salaries	305,064	298,302
	Social security costs	13,993	13,693
	Pensions	13,050	12,556
		<u>332,107</u>	<u>324,551</u>

No employee received annual emoluments of more than £60,000.

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

	2024 Number	2023 Number
Advocacy Service	1	1
Welfare Benefits Service	2	2
Direct Payments Support Services	2	2
Empowering Lives of Disabled people with Learning Difficulties	2	2
Independent Living Co-ordinator	1	1
Trading Services	5	4
Support	1	1
	<u>14</u>	<u>13</u>

No trustees received any remuneration or reimbursement of expenses for the year (2023 - nil).

The Charity has provided indemnity insurance on behalf of its trustees as part of its total charity insurance. This has been provided to protect both the trustees and the charity against losses arising from any neglect or default.

The total emoluments paid to the Senior Management team in the year was £34,591 (2023: £18,282)

HARROW ASSOCIATION OF DISABLED PEOPLE

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

8	Tangible fixed assets	Leasehold Building 2024 £	Fittings & Equipment 2024 £	Total 2024 £
	Cost			
	At 1 April 2023	59,444	38,391	97,835
	Additions in year	-	-	-
	Disposals in year	-	-	-
	At 31 March 2024	59,444	38,391	97,835
	Depreciation			
	At 1 April 2023	32,424	38,391	70,815
	Charge for the year	2,702	-	2,702
	Disposals in year	-	-	-
	At 31 March 2024	35,126	38,391	73,517
	Net book value			
	At 31 March 2024	24,318	-	24,318
	At 31 March 2023	27,020	-	27,020
9	Stock		2024 £	2,023 £
	Dry Consumables at Red Brick Cafe		2,500	2,500
10	Debtors		2024 £	2023 £
	Trade debtors		252,882	167,637
	Other debtors		6,817	1,267
	Prepayments & Accrued Income		29,926	-
			289,625	168,904
11	Funds held on behalf of third parties			
	During the year HAD Charity maintained bank client accounts for its brokerage and appointee clients. The balances as at 31 March 2024 of £1,608,802 (2023: £1,490,194) held on behalf of third parties is excluded from the total cash and bank balance of £146,875.			
12	Creditors: amounts falling due within one year		2024 £	2023 £
	Sundry creditors		96,375	115,923
	VAT creditor		6,382	5,936
	PAYE creditor		5,141	3,684
	Accruals and deferred income		18,673	1,653
			126,571	127,196

HARROW ASSOCIATION OF DISABLED PEOPLE

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

13 Charity Unrestricted funds	Balance at	Movement in Funds			Balance at
	1 April 2023 £	Transfer £	Incoming £	Outgoing £	31 March 2024 £
Designated Funds: Legacy Money	304		-	(22,960)	(22,656)
General funds	205,192		285,739	(291,084)	199,847
	<u>205,496</u>	<u>-</u>	<u>285,739</u>	<u>(314,044)</u>	<u>177,191</u>

HAD received a legacy of £205,266 in 2018 which was shown as general funds until 2021 when the Board of trustees decided to make this a designated fund for the Welfare Benefit Service. To date it has supported this service.

14 Restricted funds

The income funds of the Charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes.

	Balance at	Movement in Funds			Balance at
	1 April 2023 £	Transfer £	Incoming £	Outgoing £	31 March 2024 £
Big Lottery Fund	26,845	-	-	(2,702)	24,143
City Bridge Grant	12,275	-	40,400	(39,761)	12,914
Trust For London	34,329	-	42,469	(42,469)	34,329
Community Fund	-	-	108,265	(32,765)	75,500
CCG Grant	-	-	26,820	(26,820)	-
Harrow Giving Grant	-	-	16,080	(11,080)	5,000
HCA Joint Funding	-	-	20,715	(20,715)	-
Garfield Weston Foundation	-	-	15,000	(15,000)	-
London Catalyst Grant	-	-	2,500	-	2,500
Inclusion London	10,000	-	9,798	(19,798)	-
Hestia/CNWL	-	-	30,750	(30,750)	-
Hardship Fund	1,170	-	-	-	1,170
Donations	-	-	4,000	-	4,000
	<u>84,619</u>	<u>-</u>	<u>316,797</u>	<u>(241,860)</u>	<u>159,556</u>

The Harrow Healthy Living Centre, now Red Brick Café received a grant from the Big Lottery for setting up the cafe and centre.

The Red Brick Café focuses on providing advice on healthy living to people with learning difficulties.

CCG Advocacy & Hearing Aids funding is to provide an advocacy service to people who have health and medical issues and to support people who are deaf or hard of hearing.

HCA Joint Advocacy & information Service (SWISH) provides information and sign posting to the local community

Harrow Giving Grant was received to provide the café as a Warm Hub.

The Grant from City Bridge Trust is for the new Autism and Mentoring Outreach Service (AMOS)

The grant from Trust for London is for the Welfare Benefits Manager.

Garfield Weston Foundation has provided a grant over 3 years towards the charity's core costs.

The Inclusion London grant is to enable HAD to carry out campaigning on issues affecting disabled people. Adam Gabsi, a trustee of Harrow Association of Disabled People, also acts as trustee for Inclusion London.

Hestia/CNWL provided a grant for the reenambling project.

Community Fund provided grants for the Advocacy, Welfare Benefits and Information Service.

15 Analysis of net assets between funds	Unrestricted Funds		Restricted Funds	Total
	Designated £	Other £	£	£
Fund balances at 31 March 2023 are represented by:				
Fixed assets	-	175	24,143	24,318
Current assets	304	303,283	135,413	439,000
Creditors: amounts falling due within one year	-	(126,571)	-	(126,571)
	<u>304</u>	<u>176,887</u>	<u>159,556</u>	<u>336,747</u>

16 Share capital

Harrow Association of Disabled People is a company limited by guarantee. It does not have share capital. Members of the charitable company guarantee to contribute an amount not exceeding £1 to the assets of the charitable company in the event of winding up. The total number of such guarantees at 31 March 2024 was 11 (2023 - 13).

HARROW ASSOCIATION OF DISABLED PEOPLE

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

17 2023 Comparatives

	Unrestricted Funds £	Restricted Funds £	Total 2023 £
Income and endowments from:			
Donations and legacies	12,025	2,170	14,195
Income from investments	856	-	856
Charitable activities	212,072	212,684	424,756
Other Income		-	-
Total income and endowments	<u>224,953</u>	<u>214,854</u>	<u>439,807</u>
Expenditure on:			
Charitable activities			
Advocacy service	86	20,504	20,590
Welfare benefits advice service	35,599	18,850	54,449
Direct Payments Support Scheme	78,268	-	78,268
Empowering Lives of Disabled people	172	79,333	79,505
Independent Living Co-ordinator	29,376	19,649	49,025
Trading Services	152,539	39,929	192,468
	<u>296,040</u>	<u>178,265</u>	<u>474,305</u>
Total expenditure	<u>296,040</u>	<u>178,265</u>	<u>474,305</u>
Net income/(expenditure)	(71,087)	36,589	(34,498)
Net movement in funds	<u>(71,087)</u>	<u>36,589</u>	<u>(34,498)</u>
Fund balances as at 1 April 2021	276,583	48,030	324,613
Fund balances at 31 March 2022	<u>205,496</u>	<u>84,619</u>	<u>290,115</u>

HARROW ASSOCIATION OF DISABLED PEOPLE

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

18	<u>Cash generated from operations</u>	2024	2023
	Surplus/ (Deficit) for the year	46,632	(34,498)
	Adjustments for :		
	Investment income recognised in statement of financial activities	(6,758)	(856)
	Depreciation and impairment of Building & Fixtures and fittings	2,702	2,702
	Movements in working capital:		
	(Increase) / decrease in trade and other receivables	(120,721)	11,229
	(Decrease) / increase in trade and other payables	(625)	44,264
		<u>(78,770)</u>	<u>22,841</u>

HARROW ASSOCIATION OF DISABLED PEOPLE

England & Wales - Charity number 1080505

Accounts

HARROW ASSOCIATION OF DISABLED PEOPLE
(A company limited by guarantee)

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

Charity No. 1080505
Company No. 03946731

HARROW ASSOCIATION OF DISABLED PEOPLE

CONTENTS

	Page
Reference and Administrative Information	1
Report of the Management Committee	2 - 8
Independent Examiner's Report	9
Statement of Financial Activities	10
Balance Sheet	11
Notes to the Accounts	12 - 19

HARROW ASSOCIATION OF DISABLED PEOPLE

REFERENCE AND ADMINISTRATIVE INFORMATION

Charity Harrow Association of Disabled People

Company Number 03946731

Charity Number 1080505

Management Committee

Julie Browne, Chair

Adam Gabsi, Vice Chair

Haresh Puvanagopan, Treasurer

Elizabeth Hugo

Jean Lammiman (Resigned 05/01/2023)

Marcia Anthony (Resigned 10/10/2023)

Louise Weldon (Appointed 05/01/2023)

Dr Jagdish Dave

Suzanne Dalfoss

Janet Bell

Gladys Janes

Stuart Dashwood

William Phillips (Appointed 05/01/2023)

Navin Shah (Appointed 05/01/2023)

Christine Kostis (Appointed 05/01/2023)

Brahma Mohanty (Appointed 05/01/2023) (Resigned 13/04/2023)

Co-opted Trustees

Umesh Raichada, Staff Representative

Secretary

Ushma Shah

Sub-committee

Key Finance and General Purpose Sub-committee

Haresh Puvanagopan

Adam Gabsi

Krishna Suresh

Registered Office and operational address

The Wealdstone Centre, 38 - 40 High Street, Wealdstone, HA3 7AE

Independent Examiner

David Passey, Landau Morley LLP, 325 - 327 Oldfield Lane North, Greenford, Middlesex, UB6 0FX

Bankers

CAF Bank Ltd, 25 Kings Hill Avenue, Kings Hill, West Mailing, Kent ME19 4JQ

Metro Bank, One Southampton Row, London WC1B 5HA

HARROW ASSOCIATION OF DISABLED PEOPLE

REPORT OF THE MANAGEMENT COMMITTEE FOR THE YEAR ENDED 31 MARCH 2023

The Management Committee who are directors of the company for Companies Act purposes and trustees for the charity for Charity Law purposes presents its report and the financial statements for the year ended 31 March 2023.

The annual financial statements have been prepared in accordance with the accounting policies set out in note 1 of the annual financial statements and comply with the charitable company's Memorandum and Articles of Association, the Companies Act 2006 and the Statement of Recommended Practice, '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) (as amended for accounting periods commencing from 1 January 2019). This report has been prepared having taken advantage of the small companies' exemption.

OBJECTIVES AND ACTIVITIES

Objectives of the charity

The charitable company's objectives are to create a fully inclusive society where disabled people enjoy equality of opportunity as a right, not a privilege. To achieve this, the charitable company operates a number of projects to assist disabled people. There have been no changes in the charitable company's objects since the last management committee report.

The charity's mission statement is:

To promote and bring about inclusion and equality for all disabled people in all areas of life by:

- Ensuring that disabled people have access to relevant disability information, advice and support from a central contact point.
- Delivering high-quality services that empower and enable disabled people to access their rights, live independently and gain equality.
- Providing a channel and voice for disabled people to campaign on the issues they identified as important to them.
- Influencing and assisting wider society to remove all physical and attitudinal areas that cause exclusion and disadvantage to disabled people.
- Be proactive in bringing for consultation, to disabled people's attention, issues which may affect them in their future.
- The Mission Statement was reviewed in 2018 and will be reviewed as part of the Business planning process.

Strategies for achieving objectives

Strategies include a range of mechanisms: awareness raising, campaigning and service provision.

The charity operates a number of services for disabled people in Harrow, with some services being available to people outside of the borough.

Services are funded in four ways:

- Through the local Clinical Commissioning Group, NHS Harrow
- Through social enterprise activities
- Through fundraising and donations
- Through agreements with non local authority providers

Services funded by the Clinical Commissioning Group, NHS Harrow are:

- Hearing Aids maintenance
- Advocacy

Social enterprise activities include:

- British Sign Language and other communication services for Deaf and Hard of Hearing people
- Disability Equality training
- Deaf Awareness training
- DDA training
- Creative, social and learning groups for adults and children

HARROW ASSOCIATION OF DISABLED PEOPLE

REPORT OF THE MANAGEMENT COMMITTEE (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

Social enterprise activities include (continued):

- Payroll service for Direct Payment clients
- Training in basic British Sign Language
- Support Brokerage for people who hold Direct Payments or Personal Budgets
- Support Brokerage & Appointeeships for individuals to manage their personal finances
- Disability Consultancy
- Sale of meals at the Red Brick Cafe
- Independent Living placements
- Changes Nightclub, and other social events

Services funded by grant funders:

- Clubs for young people with learning difficulties funded by BBC Children In Need
- Autism and Mentoring Outreach Service funded by City Bridge Trust

Other work includes:

- Advice into training and employment
- Awareness raising and campaigning
- Deaf services which include:
 - Drop in service
 - Information and support

HAD also takes a role in consultation and representation in local issues affecting disabled people in Harrow.

When deciding on activities and events, HAD's Trustees pay due regard to the Charity Commission's guidance on public benefit.

ACHIEVEMENTS AND PERFORMANCE

Review of performance against objectives:

Objectives for 2022/ 2023 were:

1. Continuing to increase work with children and young people to engender good attitudes regarding equality and disability in future generations;

We have continued to work with children and young people through new groups, Buzz Base and Art Inspired. In addition the regular cooking class has continued.

2. Continue to develop and raise the profile and use of our Disability Equality services, such as our training, access auditing and British Sign Language support;

This work has continued and will be further developed in the future.

3. Increase peer support and evaluation work;

This has been done through the provision of the ASAP and AMOS services, together with the provision of the café as a Warm Hub. The charity now uses Charity Log to collect vital data for evaluation.

4. Increase services offered in line with the Self Directed Support agenda;

This has continued

5. Secure additional funding to support key services such as Welfare Benefits and Advocacy.

A new funding from the National Lottery has been secured for the next financial year to support the Welfare Benefits service.

6. Continue to access maximum staffing levels at minimal costs to HAD, by supporting projects which also help those who need the work;

This has continued through all services.

7. Continue all current high standards of service provision;

This has continued through all services.

8. Continue to raise awareness of, and commitment to, equality principles in Harrow;

The board and its members actively participate in issues concerning Disabled people in Harrow. A new Campaigning group has been formed.

9. Work on organisational format such as merger which will increase long term sustainability;

The board has decided that this is not an option that can be considered at this time.

10. Develop services in NW London;

This remains outstanding and will be actioned next year through the changes in the constitution.

11. Consider merger, acquisition and collaborative activities which are in HAD's interests

This is ongoing

12. Campaigning and awareness raising activities may need to increase as cuts increasingly affect disabled people.

A new campaigning group has been formed and its main priority is the implementation of PEEPs for disabled people.

HARROW ASSOCIATION OF DISABLED PEOPLE

REPORT OF THE MANAGEMENT COMMITTEE (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

To continue to achieve our aims, HAD's future strategy includes:

1. To work in surrounding boroughs to provide services that will enable disabled people to have equality of rights.
2. To continue to increase independent sources of funding.
3. To continue to provide high quality services to disabled people.
4. To ensure that representation and campaigning continues for disabled people in response to need.
5. To continue to raise awareness of equality, particularly disability equality.

Review of activities

The charitable company operates a number of projects to empower, and support equality and quality of life opportunities for all disabled people, and to provide services for those people within the local community.

The charity no longer receives any funding from the local authority. The charity received funding from other charitable organisations. The charity earned significant income from its independent trading activity.

The charity achieves its objectives, as defined above, through the provision of a number of services including:

Advocacy - support to enable disabled people to fight for their rights in many spheres of public and private life;

Information - a wide range of information on aspects of living with a disability, both in HAD's offices and externally;

Welfare Benefits - casework and support to complete applications for a wide range of benefits;

Direct Payment Support Services - for all who have been assessed by Harrow Council as needing care, this team offers support on how to recruit, manage and work with carers, and manage other aspects of receiving Direct Payments;

Red Brick Cafe, which provides work experience to people with learning or other disabilities, operates as a community cafe, and offers rooms which can be booked for community use. The intention is to develop the model towards providing a wider range of independent living functions, and some of this work has started, including safeguarding, and increasing customer services skills;

Hearing Aids maintenance - support to hearing aid users in maintaining and cleaning their aids;

Changes Nightclub - as part of our Community Link Up project, an integrated nightclub for people with learning disabilities to bring their friends to;

Employment Advice and Guidance - for disabled people who are seeking work and work experience;

Deaf Services - a range of services, including: general information support; Equipment resource room, Drop in for BSL users, signed coffee morning, Basic BSL classes, Communication agency for people needed support with BSL communication, lip reading, etc;

Basic BSL training - training in BSL communication for groups of adults and children;

Disability Adviser - support to disabled people employed by Harrow Council;

Campaigning - support for mediation and campaigning activities which promote the rights and equality available to disabled people;

HARROW ASSOCIATION OF DISABLED PEOPLE

REPORT OF THE MANAGEMENT COMMITTEE (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

Equality Training - training in Disability Equality, Deaf Awareness and Living and Working with PA's;
Provision of useful products and information - e.g. sessions on using the DDA, sales of RADAR keys, distribution of light bulbs, etc;

Payroll service - a service for people who have employed personal assistants through their Direct Payment and need support to run the payroll for them;

Support Brokerage - a service for people who need additional support in order to safely manage their Direct Payments;

Managing money - as well as helping individuals learn to manage money, we now run a service which holds appointeeship, and manages day to day expenditure for people who do not have capacity to manage on their own;

Children's learning groups - as part of our community Link Up work we run classes for children to learn IT, numeracy and literature on a Saturday morning;

Adult learning groups - as part of our community Link Up work we run groups for adults to learn IT, numeracy and literature on a Saturday morning;

One off / short sessions groups - we have run a number of short session groups helping people to learn independence skills such as healthy cooking;

Creative sessions - we have run a number of arts based sessions for adults and children;

Children's' activities - including dance classes, 1:1 junior club, and social outings and activities;

ASAP groups - we have meetings and outings specifically for people on the Autism and Asperger's spectrum; and

AMOS - A new service that started at the end of 2019 but being more vital over the pandemic. The services mentor adults on the autism spectrum to live independently.

FUTURE STRATEGY

In order to support HAD's main aim of equality for all disabled people, much of future focus is on attitude changing and improvement of accessibility for disabled people. In addition, we aim to secure the financial future of the organisation for as long as it is needed. HAD has drawn up a 3 year strategic plan with a view to becoming less dependent on external funding. It has a medium term financial strategy and a vision strategy up to 2030.

To achieve these aims, our future strategy involves:

1. Continue all current high standards of service provision;
2. Continue to develop and raise the profile and use of our Disability Equality services.
3. Increase services offered in line with the Self Directed Support agenda;
4. Secure additional funding to support key services such as Advocacy and Independent Living for Children and Young people.
5. Continue to access maximum staffing levels at minimal costs to HAD, by supporting projects which also help those who need the work;
6. Focus on campaigning and raising awareness of disability related issues.
7. To work with surrounding boroughs on providing services for disabled people.
8. To work on securing accessible premises for the charity.

FINANCIAL REVIEW

The net movement in funds amounted to a deficit of £34,498. This was split between unrestricted funds deficit of £71,087 and restricted funds surplus of £36,589. The accumulated funds at 31 March 2023 were £290,115 of which £84,619 will be utilised on restricted projects and £205,496 is attributable to unrestricted funds.

HARROW ASSOCIATION OF DISABLED PEOPLE

REPORT OF THE MANAGEMENT COMMITTEE (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

Reserves Policy

The management committee has established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets (the 'free reserves') held by the charity should be between 3 and 6 months of expenditure (approximately between £90,000 and £180,000). At this level the management committee feel that they would be able to continue the current activities of the charity. In the event of a significant drop in funding, it would be necessary to consider how the funding would be replaced or the activities changed.

Investment Policy

The Management Committee has the power to invest in such assets as they see fit. On a day to day basis, the charity invests the funds that are surplus to immediate requirement in a high interest bank account with a market competitive rate of return.

Risk Review

The Management Committee undertakes regular risk assessments for the whole charity, both financial and non-financial. They implemented appropriate guidelines and systems to mitigate these risks. These procedures have been reviewed regularly to ensure that they meet the needs of the charity.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitutional and organisational structure

Harrow Association Of Disabled People ("HAD") is a charitable company, limited by guarantee, incorporated on 8 March 2000 and registered as a charity on 2 May 2000.

The charitable company was established in accordance with the Memorandum of Association which incorporates the objects and powers of the charitable company and is governed by its Articles of Association. Under those Articles, the Management Committee, being the Board of Directors, are elected to serve for a period of 1 year. The Management Committee board will have at least 80% individual disabled people.

The charity is governed by a management committee, with day to day operations being undertaken by the Chief Executive and the organisation's management.

The Management Committee meets six times a year to oversee the management of the charitable company. Operational decisions are delegated to the sub-committees, who have delegated responsibility. The Finance & General Purposes subcommittee meets bi-monthly.

The sub-committees are made up of Trustees and relevant staff members.

Recruitment and appointment of Trustees

Trustees are recruited from the charitable company's membership, and through organisations which share a common purpose. Only individual members can vote at the AGM, and at board meetings. Once potential Trustees are identified, they are invited to attend Management Committee meetings as observers.

Trustees are appointed at the AGM by a membership vote. The Trustees can co-opt members during the year, who are then ratified at the next AGM.

The Trustees invite London Borough of Harrow to appoint Council representatives to the board.

HARROW ASSOCIATION OF DISABLED PEOPLE

REPORT OF THE MANAGEMENT COMMITTEE (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

Induction and training of Trustees

New Trustees are given an induction pack which details their responsibilities and opportunities as Trustees. They are also introduced to the staff team and familiarised with the operation of the charitable company. Trustees are offered opportunities to develop their skills by attending courses through the year as and when appropriate.

All trustees are required to complete safeguarding training and a DBS certificate.

Volunteers

The charity is grateful for the efforts of our volunteers who are involved in administration and service provision. In addition, the management committee all provide their time freely to the charity. We recognise that HAD could not exist without our Board members and operational volunteers.

Public benefit

The trustees confirm that they have complied with the duty in section 2 (1) (b) of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit, 'Charities and Public Benefit'.

Responsibilities of the Management Committee

The Management Committee is responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Management Committee to prepare financial statements for each financial year. Under that law the Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). The financial statements are required by law to give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Management Committee is required to:

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

So far as each of the Management Committee members is aware at the time the report is approved:

- there is no relevant information of which the charitable company's independent 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 independent examiners are aware of that information.

Members of the Management Committee

Members of the Management Committee, who are directors for the purpose of company law and trustees for the purpose of charity law, who served during the year are set out in the Legal and Administrative Information page at the beginning of this report.

Members of the Management Committee guarantee to contribute an amount not exceeding £1 to the assets of the charitable company in the event of winding up. The total number of guarantees at 31 March 2023 was 13.

HARROW ASSOCIATION OF DISABLED PEOPLE

REPORT OF THE MANAGEMENT COMMITTEE (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

Going Concern

At the time of approving the financial statements, the Trustees are confident that the charity has adequate resources to support the current level of expenditure and to continue in operational existence for the foreseeable future. The Red Brick cafe and offices are now back to normal, however some staff continue to work from home. The management committee has secured Government funding and other charitable trust funding to cover core and service costs. The Trustees will continue to evaluate the financial impact of the situation.

Independent Examiner

David Passey has been re-appointed as Independent Examiner.

Approved by the Management Committee on 14 DEC 2023 and signed on its behalf by:



Julie Browne
Chair

HARROW ASSOCIATION OF DISABLED PEOPLE

INDEPENDENT EXAMINER'S REPORT TO THE MEMBERS OF HARROW ASSOCIATION OF DISABLED PEOPLE

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2023.

Responsibilities and basis of report

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

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

Independent examiner's statement

Since 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 confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

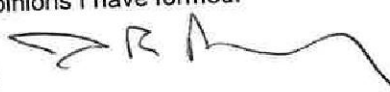
I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

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 Ireland (FRS 102)].

I have no concerns and have come across no 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.

Use of my report

This report is made solely to the Charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My independent examination work has been undertaken so that I might state to the Charity's Trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and the Charity's Trustees, as a body, for my independent examination work, for this report, or for the opinions I have formed.


David Passey, ACA

Landau Morley LLP
325 - 327 Oldfield Lane North
Greenford
Middlesex
UB6 0FX

DATE

HARROW ASSOCIATION OF DISABLED PEOPLE

STATEMENT OF FINANCIAL ACTIVITIES (including Income and Expenditure Account) FOR THE YEAR ENDED 31 MARCH 2023

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2023 £	Total 2022 £
Income and endowments from:					
Donations and legacies	2	12,026	2,170	14,196	11,160
Income from investments		856	-	856	31
Charitable activities	3	212,072	212,684	424,756	346,457
Other Income	4	-	-	-	27,555
Total income and endowments		<u>224,954</u>	<u>214,854</u>	<u>439,808</u>	<u>385,203</u>
Expenditure on:					
Charitable activities		86	20,504	20,590	23,546
Advocacy service		35,599	18,850	54,449	72,939
Welfare benefits advice service		78,268	-	78,268	75,161
Direct Payments Support Scheme		172	79,333	79,505	68,642
Empowering Lives of Disabled people		29,376	19,649	49,025	63,149
Independent Living Co-ordinator		152,540	39,929	192,469	199,937
Trading Services		-	-	-	-
Total expenditure	5	<u>296,041</u>	<u>178,265</u>	<u>474,306</u>	<u>503,374</u>
Net income/(expenditure) before transfers		(71,087)	36,589	(34,498)	(118,171)
Transfer between funds		-	-	-	-
Net movement in funds		(71,087)	36,589	(34,498)	(118,171)
Fund balances as at 1 April 2022		276,583	48,030	324,613	442,784
Fund balances at 31 March 2023		<u>205,496</u>	<u>84,619</u>	<u>290,115</u>	<u>324,613</u>

All income and expenditure derive from continuing activities

The notes on pages 12 to 19 form part of these financial statements.

HARROW ASSOCIATION OF DISABLED PEOPLE

BALANCE SHEET AS AT 31 MARCH 2023

Company Reg No: 03946731

	Notes	2023 £	2022 £
Fixed assets			
Tangible fixed assets	9	27,020	29,722
Current assets			
Stock	10	2,500	2,500
Debtors	11	168,904	180,133
Cash at bank and in hand	12	218,887	195,190
		<u>390,291</u>	<u>377,823</u>
Creditors: amounts falling due within one year	13	(127,196)	(82,932)
Net current assets		<u>263,095</u>	<u>294,891</u>
Net assets		<u>290,115</u>	<u>324,613</u>
Unrestricted funds			
General funds	14	205,498	276,583
		<u>205,498</u>	<u>276,583</u>
Restricted funds	15	84,619	48,030
Total funds		<u>290,115</u>	<u>324,613</u>

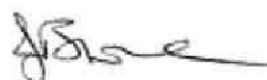
For the financial year ended 31 March 2023 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

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 responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of financial statements.

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

Approved by the management committee and authorised for issue on 14 Dec 2023 and signed on its behalf by:



Julie Browne



Adam Gabai

The notes on pages 12 to 19 form part of these financial statements.

HARROW ASSOCIATION OF DISABLED PEOPLE

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting Policies

1.1 Basis of preparation

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) (as amended for accounting periods commencing from 1 January 2019)', the Charities Act 2011 and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

1.2 Income

Donations, grants and other forms of voluntary income are recognised as income when receivable, except insofar as they are incapable of financial measurement. Income is shown net of VAT where applicable.

1.3 Tangible fixed assets and depreciation

Tangible fixed assets are depreciated in accordance with the charity's accounting policy. Depreciation is provided at rates calculated to write off the cost of the asset less any estimated residual value over its expected useful life, as follows:

Leasehold Building	Over the term of the lease
Computer Equipment	Straight Line over 3 years
Office Equipment	Straight Line over 5 years

Items of equipment are capitalised where the purchase price exceeds £1,000.

1.4 Fundraising costs

Fundraising expenses relate to costs incurred in inducing people and organisations to contribute towards the Charity's work.

1.5 Expenditure

Expenditure is included in the Statement of Financial Activities of an accruals basis, inclusive of any VAT which cannot be recovered.

Certain expenditure is directly attributable to specific activities and has been included in those cost categories.

Certain other costs, which are attributable to more than one activity, are apportioned across categories on the basis of staffing on each project.

Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities.

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

Support costs include back office costs, finance, personnel, payroll and governance costs which support the our activities.

1.6 Funds

Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the charity without further specified purposes and are available as general funds.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are wide and varied in pursuance of the charity's main objectives.

Designated funds are unrestricted funds earmarked by the Management Committee for particular purposes.

1.7 Stock

Stock relates to the dry consumables at the Red Brick Cafe and have been valued at the lower of cost and estimated selling price less costs to sell.

1.8 Debtors and Creditors

Debtors and Creditors are measured at the transaction price. Any changes are recognised in the Statement of Financial Activities.

1.9 Cash at Bank and In Hand

Cash at Bank and In Hand are measured at the transaction price.

HARROW ASSOCIATION OF DISABLED PEOPLE

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting Policies (Continued)

1.10 Pension contributions

The charity pays contributions towards employee stakeholder pensions. The charity's contributions to the employee stakeholder pensions are equal to the contributions paid by the employees. The contributions can be up to a maximum level for each employee as calculated for the respective employee in accordance with the Charity's pensions policy. Pension contributions are not paid in respect of any members of the Management Committee.

1.11 Operating leases

Rentals paid under operating leases are charged to the Statement of Financial Activities as incurred.

1.12 Going Concern

At the time of approving the financial statements, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus, the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.13 Government grants

A grant that specifies performance conditions is recognised in income when the performance conditions are met. Where a grant does not specify performance conditions it is recognised in income when the proceeds are received or receivable.

2 Donations and Legacies

	Unrestricted funds £	Restricted funds £	2023 £	2022 £
General donations	12,026	2,170	14,196	11,160

3 Income from charitable activities

	Unrestricted funds £	Restricted funds £	2023 £	2022 £
Fees receivable - all services	207,349	-	207,349	216,634
Harrow Giving Grant	-	7,000	7,000	10,400
BBC Children In Need	-	-	-	9,638
City Bridge Trust Grant	-	39,600	39,600	38,900
CCG Grant	-	26,820	26,820	26,578
HCA Joint Funding Information & Advice	-	35,915	35,915	20,715
Awards For All	-	-	-	9,900
Trust For London	-	53,179	53,179	3,146
John Lyon	-	-	-	5,000
Edward Gostling Foundation	-	10,000	10,000	-
Garfield Weston Foundation	-	15,000	15,000	-
Wates Family Enterprise	-	4,920	4,920	-
Inclusion London	-	10,000	10,000	-
Hestia/CNWL	-	10,250	10,250	-
Access to work	4,723	-	4,723	5,546
	212,072	212,684	424,756	346,457

4 Other Income

	Unrestricted £	Restricted £	2023 £	2022 £
Coronavirus Job Retention Scheme Government Grants Receivable and Released	-	-	-	6,283
Retail and Hospitality Grant	-	-	-	21,272
	-	-	-	27,555

HARROW ASSOCIATION OF DISABLED PEOPLE

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

5 Total expenditure	Advocacy Service £	Welfare Benefits Advice £	Direct Payments Support Scheme £	Empowering Lives of Disabled people £	Deaf Support Services £	Independent Living & Support Services £	Trading Activities £	Total 2023 £	Total 2022 £
Direct charitable expenditure									
Staff wages and salaries	7,302	26,864	51,692	50,520		22,896	108,897	268,171	310,812
Staff Recruitment, training, Dues & subscriptions	-	565	-	-	-	-	240	805	2,545
Travelling expenses	-	2	-	-	-	165	622	789	2,830
Cafe Expenses	-	-	-	-	-	-	29,556	29,556	20,917
Freelance Interpreters	-	-	-	-	-	2,326	-	2,326	783
Club expenses	-	-	-	2,409	-	10,271	-	12,680	2,315
Client expenses	-	442	-	-	-	-	-	442	-
Deaf Equipment	-	-	-	-	-	79	-	79	16,777
	7,302	27,873	51,692	52,929		35,737	139,315	314,848	356,979
Support costs									
Reallocation of support and governance costs to Activities	13,288	26,576	26,576	26,576		13,288	53,154	159,458	146,395
	20,590	54,449	78,268	79,505		49,025	192,469	474,306	503,374

HARROW ASSOCIATION OF DISABLED PEOPLE

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

6	Support and Governance Costs	2023 £	2023 £	2022 £	2022 £
	Support costs allocated to services				
	Salaries (incl. NIC & Pension)	56,380		35,786	
	Staff Recruitment & Training	1,374		1,000	
	Rent and rates	22,176		53,889	
	Insurance	3,782		3,072	
	Repairs & Renewals	10,542		9,881	
	Printing, postage & stationery	3,995		5,783	
	Marketing & Publicity & Website	975		3,335	
	Telephone	5,055		4,135	
	Staff expenses	278		492	
	Finance Consultant	16,000		17,248	
	Development Leader	18,270		-	
	VAT Partial exemption	2,552		567	
	Equipment rentals	5,226		3,267	
	Sundry expenses	531		138	
	Bank charges	972		421	
	Subscriptions	834		1,346	
	Depreciation	2,702		2,702	
			151,644		143,062
	Governance Costs				
	Trustee Indemnity Insurance	1,113		1,048	
	Independent Review	1,423		1,000	
	Consultancy, Legal & Professional	5,188		1,035	
	AGM & General Meeting Expenses	90		250	
			7,814		3,333
			<u>159,458</u>		<u>146,395</u>
7	Net income for the year		2023		2022
	This is stated after charging:		£		£
	Depreciation		2,702		2,702
	Independent Examiner remuneration		<u>1,423</u>		<u>1,000</u>

HARROW ASSOCIATION OF DISABLED PEOPLE

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

8	Staff costs and Trustees remuneration	2023 £	2022 £
	Staff costs were as follows:		
	Wages and salaries	298,302	320,522
	Social security costs	13,693	14,204
	Pensions	12,556	11,872
		<u>324,551</u>	<u>346,598</u>

No employee received annual emoluments of more than £60,000.

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

	2023 Number	2022 Number
Advocacy Service	1	1
Welfare Benefits Service	2	2
Direct Payments Support Services	2	2
Empowering Lives of Disabled people with Learning Difficulties	2	1
Independent Living Co-ordinator	1	1
Trading Services	4	4
Support	1	1
	<u>13</u>	<u>12</u>

No trustees received any remuneration or reimbursement of expenses for the year (2022 - nil).

The Charity has provided indemnity insurance on behalf of its trustees as part of its total charity insurance. This has been provided to protect both the trustees and the charity against losses arising from any neglect or default.

The total emoluments paid to the Senior Management team in the year was £18,282 (2022: £10,952)

HARROW ASSOCIATION OF DISABLED PEOPLE

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

9	Tangible fixed assets	Leasehold Building 2023 £	Fixtures Fittings & 2023 £	Total 2023 £
	Cost			
	At 1 April 2022	59,444	38,391	97,835
	Additions in year	-	-	-
	Disposals in year	-	-	-
	At 31 March 2023	59,444	38,391	97,835
	Depreciation			
	At 1 April 2022	29,722	38,391	68,113
	Charge for the year	2,702	-	2,702
	Disposals in year	-	-	-
	At 31 March 2023	32,424	38,391	70,815
	Net book value			
	At 31 March 2023	27,020	-	27,020
	At 31 March 2022	29,722	-	29,722
10	Stock		2023 £	2,022 £
	Dry Consumables at Red Brick Cafe		<u>2,500</u>	<u>2,500</u>
11	Debtors		2023 £	2022 £
	Trade debtors		167,637	166,653
	Other debtors		1,267	1,667
	Prepayments & Accrued Income		-	11,813
			<u>168,904</u>	<u>180,133</u>
12	Funds held on behalf of third parties			
	During the year HAD Charity maintained bank client accounts for its brokerage and appointee clients. The balances as at 31 March 2023 of £1,490,194 (2022: £1,356,332) held on behalf of third parties is excluded from the total cash and bank balance of £218,887.			
13	Creditors: amounts falling due within one year		2023 £	2022 £
	Sundry creditors		115,923	71,584
	VAT creditor		5,936	3,346
	PAYE creditor		3,684	5,888
	Accruals and deferred income		<u>1,653</u>	<u>2,114</u>
			127,196	82,932

HARROW ASSOCIATION OF DISABLED PEOPLE

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

14 Charity Unrestricted funds	Balance at	Movement in Funds			Balance at
	1 April 2022 £	Transfer £	Incoming £	Outgoing £	31 March 2023 £
Designated Funds: Legacy Money	35,903	-	-	(35,599)	304
General funds	240,680	-	224,954	(260,442)	205,192
	<u>276,583</u>	<u>-</u>	<u>224,954</u>	<u>(296,041)</u>	<u>205,496</u>

HAD received a legacy of £205,266 in 2018 which was shown as general funds until 2021 when the Board of trustees decided to make this a designated fund for the Welfare Benefit Service. To date it has supported this service.

15 Restricted funds

The income funds of the Charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes.

	Balance at	Movement in Funds			Balance at
	1 April 2022 £	Transfer £	Incoming £	Outgoing £	31 March 2023 £
Big Lottery Fund	29,547	-	-	(2,702)	26,845
City Bridge Grant	12,275	-	39,600	(39,600)	12,275
Trust For London	-	-	53,179	(18,850)	34,329
Awards For All	4,125	-	-	(4,125)	-
John Lyon	2,083	-	-	(2,083)	-
CCG Grant	-	-	26,820	(26,820)	-
Harrow Giving Grant	-	-	7,000	(7,000)	-
HCA Joint Funding	-	-	35,915	(35,915)	-
Edward Gostling Foundation	-	-	10,000	(10,000)	-
Garfield Weston Foundation	-	-	15,000	(15,000)	-
Wates Family Enterprise	-	-	4,920	(4,920)	-
Inclusion London	-	-	10,000	-	10,000
Hestia/CNWL	-	-	10,250	(10,250)	-
Hardship Fund	-	-	1,170	-	1,170
Donations	-	-	1,000	(1,000)	-
	<u>48,030</u>	<u>-</u>	<u>214,854</u>	<u>(178,265)</u>	<u>84,619</u>

The Harrow Healthy Living Centre, now Red Brick Café received a grant from the Big Lottery for setting up the cafe and centre.

The Red Brick Café focuses on providing advice on healthy living to people with learning difficulties.

CCG Advocacy & Hearing Aids funding is to provide an advocacy service to people who have health and medical issues and to support people who are deaf or hard of hearing.

HCA Joint Advocacy & information Service (SWISH) provides information and sign posting to the local community.

Harrow Giving Grant was received to provide the café as a Warm Hub.

The Grant from City Bridge Trust is for the new Autism and Mentoring Outreach Service (AMOS).

The grant from Trust for London is for the Welfare Benefits Manager.

The Edward Gostling Foundation provided a grant to cover some of the core costs.

Garfield Weston Foundation has provided a grant over 3 years towards the charity's core costs.

Wates Family Foundation provided a grant towards the costs of the ASAP group.

Inclusion London grant is to enable HAD to carry out campaigning on issues affecting disabled people.

Hestia/CNWL provided a grant for the reenabling project.

16 Analysis of net assets between funds	Unrestricted Funds		Restricted Funds	Total
	Designated £	Other £	£	£
Fund balances at 31 March 2022 are represented by:				
Fixed assets	-	175	26,845	27,020
Current assets	304	332,213	57,774	390,291
Creditors: amounts falling due within one year	-	(127,196)	-	(127,196)
	<u>304</u>	<u>205,192</u>	<u>84,619</u>	<u>290,115</u>

17 Share capital

Harrow Association of Disabled People is a company limited by guarantee. It does not have share capital. Members of the charitable company guarantee to contribute an amount not exceeding £1 to the assets of the charitable company in the event of winding up. The total number of such guarantees at 31 March 2023 was 13 (2022 - 9).

HARROW ASSOCIATION OF DISABLED PEOPLE

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

18 2022 Comparatives

	Unrestricted Funds £	Restricted Funds £	Total 2022 £
Income and endowments from:			
Donations and legacies	9,660	1,500	11,160
Income from investments	31	-	31
Charitable activities	222,180	124,277	346,457
Other Income	-	27,555	27,555
Total income and endowments	231,871	153,332	385,203
Expenditure on:			
Charitable activities			
Advocacy service	93	23,453	23,546
Welfare benefits advice service	69,793	3,146	72,939
Direct Payments Support Scheme	75,161	-	75,161
Empowering Lives of Disabled people	186	68,456	68,642
Independent Living Co-ordinator	2,845	60,304	63,149
Trading Services	169,680	30,257	199,937
	317,758	185,616	503,374
Total expenditure	317,758	185,616	503,374
Net income/(expenditure)	(85,887)	(32,284)	(118,171)
Net movement in funds	(85,887)	(32,284)	(118,171)
Fund balances as at 1 April 2021	362,470	80,314	442,784
Fund balances at 31 March 2022	276,583	48,030	324,613

HARROW ASSOCIATION OF DISABLED PEOPLE

England & Wales - Charity number 1080505

Accounts

HARROW ASSOCIATION OF DISABLED PEOPLE
(A company limited by guarantee)

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

Charity No. 1080505
Company No. 03946731

HARROW ASSOCIATION OF DISABLED PEOPLE

CONTENTS

	Page
Reference and Administrative Information	1
Report of the Management Committee	2 - 8
Independent Examiner's Report	9
Statement of Financial Activities	10
Balance Sheet	11
Notes to the Accounts	12 - 19

HARROW ASSOCIATION OF DISABLED PEOPLE

REFERENCE AND ADMINISTRATIVE INFORMATION

Charity Harrow Association of Disabled People

Company Number 03946731

Charity Number 1080505

Management Committee

Julie Browne, Chair
Adam Gabsi, Vice Chair
Haresh Puvanagopan, Treasurer (Appointed 09/12/2021)
Elizabeth Hugo
Jean Lammiman
Krishna Suresh (Resigned 05/09/2022)
Marcia Anthony
Dr Jagdish Dave
Suzanne Dalfoss
Janet Bell (Appointed 09/12/2021)
Gladys Janes (Appointed 05/09/2022)
Stuart Dashwood (Appointed 05/09/2022)

Co-opted Trustees

Tom Somerville, Staff Representative

Secretary

Ushma Shah

Sub-committee

Key Finance and General Purpose Sub-committee

Adam Gabsi
Marcia Anthony
Elizabeth Hugo

Management team

Louise Weldon Chief Executive

Registered Office and operational address

The Wealdstone Centre, 38 - 40 High Street, Wealdstone, HA3 7AE

Independent Examiner

David Passey, Landau Morley LLP, 325 - 327 Oldfield Lane North, Greenford, Middlesex, UB6 0FX

Bankers

CAF Bank Ltd, 25 Kings Hill Avenue, Kings Hill, West Mailing, Kent ME19 4JQ
Metro Bank, One Southampton Row, London WC1B 5HA

HARROW ASSOCIATION OF DISABLED PEOPLE

REPORT OF THE MANAGEMENT COMMITTEE FOR THE YEAR ENDED 31 MARCH 2022

The Management Committee who are directors of the company for Companies Act purposes and trustees for the charity for Charity Law purposes presents its report and the financial statements for the year ended 31 March 2022.

The annual financial statements have been prepared in accordance with the accounting policies set out in note 1 of the annual financial statements and comply with the charitable company's Memorandum and Articles of Association, the Companies Act 2006 and the Statement of Recommended Practice, '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) (as amended for accounting periods commencing from 1 January 2016). This report has been prepared having taken advantage of the small companies' exemption.

OBJECTIVES AND ACTIVITIES

Objectives of the charity

The charitable company's objectives are to create a fully inclusive society where disabled people enjoy equality of opportunity as a right, not a privilege. To achieve this, the charitable company operates a number of projects to assist disabled people. There have been no changes in the charitable company's objects since the last management committee report.

The charity's mission statement is:

To promote and bring about inclusion and equality for all disabled people in all areas of life by:

- Ensuring that disabled people have access to relevant disability information, advice and support from a central contact point.
- Delivering high-quality services that empower and enable disabled people to access their rights, live independently and gain equality.
- Providing a channel and voice for disabled people to campaign on the issues they identified as important to them.
- Influencing and assisting wider society to remove all physical and attitudinal areas that cause exclusion and disadvantage to disabled people.
- Be proactive in bringing for consultation, to disabled people's attention, issues which may affect them in their future.
- The Mission Statement was reviewed in 2018 and will be reviewed as part of the Business planning process.

Strategies for achieving objectives

Strategies include a range of mechanisms: awareness raising, campaigning and service provision.

The charity operates a number of services for disabled people in Harrow, with some services being available to people outside of the borough.

Services are funded in four ways:

- Through the local Clinical Commissioning Group, NHS Harrow
- Through social enterprise activities
- Through fundraising and donations
- Through agreements with non local authority providers

Services funded by the Clinical Commissioning Group, NHS Harrow are:

- Hearing Aids maintenance
- Advocacy

Social enterprise activities include:

- British Sign Language and other communication services for Deaf and Hard of Hearing people
- Disability Equality training
- Deaf Awareness training
- DDA training
- Creative, social and learning groups for adults and children

HARROW ASSOCIATION OF DISABLED PEOPLE

REPORT OF THE MANAGEMENT COMMITTEE (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

Social enterprise activities include (continued):

- Payroll service for Direct Payment clients
- Training in basic British Sign Language
- Support Brokerage for people who hold Direct Payments or Personal Budgets
- Support Brokerage & Appointeeships for individuals to manage their personal finances
- Disability Consultancy
- Sale of meals at the Red Brick Cafe
- Independent Living placements
- Changes Nightclub, and other social events

Services funded by grant funders:

- Clubs for young people with learning difficulties funded by BBC Children In Need
- Autism and Mentoring Outreach Service funded by City Bridge Trust

Other work includes:

- Advice into training and employment
- Awareness raising and campaigning
- Deaf services which include:
 - Drop in service
 - Information and support

HAD also takes a role in consultation and representation in local issues affecting disabled people in Harrow.

When deciding on activities and events, HAD's Trustees pay due regard to the Charity Commission's guidance on public benefit.

ACHIEVEMENTS AND PERFORMANCE

Review of performance against objectives:

Objectives for 2021/ 2022 were:

1. To continuing to work with children, young people and local community members, to engender good attitudes regarding equality and disability in future generations.

We have continued and increased our childrens activities especially over the pandemic through provision of activities via Zoom. Activities provided were arts and craft packs, cooking classes and when permitted social events.

2. To continue to increase independent sources of funding.

New funding was acquired from Trust for London to support the Welfare Benefits service . Additional funding was acquired from Harrow Giving to start a new Chat and Reconnect service to enable people to become part of the community following the pandemic.

3. To continue providing high quality services to disabled people.

All services at HAD continued to be provided from staff working from home and back in the office. The Café re-opened as normal.

4. To ensure that representation and campaigning continues for disabled people in response to need.
This has continued

5. To continue to raise awareness of equality, particularly disability equality.

The board and its members continually raise issues with the local council and challenge them in their decision making.

HARROW ASSOCIATION OF DISABLED PEOPLE

REPORT OF THE MANAGEMENT COMMITTEE (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

To continue to achieve our aims, HAD's future strategy includes:

1. Continuing to work with children, young people and local community members, to engender good attitudes regarding equality and disability in future generations.
2. To continue to increase independent sources of funding.
3. To continue to provide high quality services to disabled people.
4. To ensure that representation and campaigning continues for disabled people in response to need.
5. To continue to raise awareness of equality, particularly disability equality.

Review of activities

The charitable company operates a number of projects to empower, and support equality and quality of life opportunities for all disabled people, and to provide services for those people within the local community.

The charity no longer receives any funding from the local authority. The charity received funding from other charitable organisations. The charity earned significant income from its independent trading activity.

The charity achieves its objectives, as defined above, through the provision of a number of services including:

Advocacy - support to enable disabled people to fight for their rights in many spheres of public and private life;

Information - a wide range of information on aspects of living with a disability, both in HAD's offices and externally;

Welfare Benefits - casework and support to complete applications for a wide range of benefits;

Direct Payment Support Services - for all who have been assessed by Harrow Council as needing care, this team offers support on how to recruit, manage and work with carers, and manage other aspects of receiving Direct Payments;

Red Brick Cafe, which provides work experience to people with learning or other disabilities, operates as a community cafe, and offers rooms which can be booked for community use. The intention is to develop the model towards providing a wider range of independent living functions, and some of this work has started, including safeguarding, and increasing customer services skills;

Hearing Aids maintenance - support to hearing aid users in maintaining and cleaning their aids;

Changes Nightclub - as part of our Community Link Up project, an integrated nightclub for people with learning disabilities to bring their friends to;

Employment Advice and Guidance - for disabled people who are seeking work and work experience;

Deaf Services - a range of services, including: general information support; Equipment resource room, Drop in for BSL users, signed coffee morning, Basic BSL classes, Communication agency for people needed support with BSL communication, lip reading, etc;

Basic BSL training - training in BSL communication for groups of adults and children;

Disability Adviser - support to disabled people employed by Harrow Council;

Campaigning - support for mediation and campaigning activities which promote the rights and equality available to disabled people;

HARROW ASSOCIATION OF DISABLED PEOPLE

REPORT OF THE MANAGEMENT COMMITTEE (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

Equality Training - training in Disability Equality, Deaf Awareness and Living and Working with PA's;

Provision of useful products and information - e.g. sessions on using the DDA, sales of RADAR keys, distribution of light bulbs, etc;

Payroll service - a service for people who have employed personal assistants through their Direct Payment and need support to run the payroll for them;

Support Brokerage - a service for people who need additional support in order to safely manage their Direct Payments;

Managing money - as well as helping individuals learn to manage money, we now run a service which holds appointeeship, and manages day to day expenditure for people who do not have capacity to manage on their own;

Children's learning groups - as part of our community Link Up work we run classes for children to learn IT, numeracy and literature on a Saturday morning;

Adult learning groups - as part of our community Link Up work we run groups for adults to learn IT, numeracy and literature on a Saturday morning;

One off / short sessions groups - we have run a number of short session groups helping people to learn independence skills such as healthy cooking;

Creative sessions - we have run a number of arts based sessions for adults and children;

Children's' activities - including dance classes, 1:1 junior club, and social outings and activities;

ASAP groups - we have meetings and outings specifically for people on the Autism and Asperger's spectrum; and

AMOS - A new service that started at the end of 2019 but being more vital over the pandemic. The services mentor adults on the autism spectrum to live independently.

FUTURE STRATEGY

In order to support HAD's main aim of equality for all disabled people, much of future focus is on attitude changing and improvement of accessibility for disabled people. In addition, we aim to secure the financial future of the organisation for as long as it is needed. HAD has drawn up a 4 year business plan with a view to becoming less dependent on external funding. It has a medium term financial strategy and a vision strategy up to 2030.

To achieve these aims, our future strategy involves:

1. Continuing to increase work with children and young people to engender good attitudes regarding equality and disability in future generations;
2. Continue to develop and raise the profile and use of our Disability Equality services, such as our training, access auditing and British Sign Language support;
3. Increase peer support and evaluation work;
4. Increase services offered in line with the Self Directed Support agenda;
5. Secure additional funding to support key services such as Welfare Benefits and Advocacy.
6. Continue to access maximum staffing levels at minimal costs to HAD, by supporting projects which also help those who need the work;
7. Continue all current high standards of service provision;
8. Continue to raise awareness of, and commitment to, equality principles in Harrow;
9. Work on organisational format such as merger which will increase long term sustainability;
10. Develop services in NW London;
11. Consider merger, acquisition and collaborative activities which are in HAD's interests; and
12. Campaigning and awareness raising activities may need to increase as cuts increasingly affect disabled people.

FINANCIAL REVIEW

The net movement in funds amounted to a deficit of £118,171. This was split between unrestricted funds of £32,284 and restricted funds of £85,887. The accumulated funds at 31 March 2022 were £324,613 of which £48,030 will be utilised on restricted projects and £276,583 is attributable to unrestricted funds.

HARROW ASSOCIATION OF DISABLED PEOPLE

REPORT OF THE MANAGEMENT COMMITTEE (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

Reserves Policy

The management committee has established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets (the 'free reserves') held by the charity should be between 3 and 6 months of expenditure (approximately between £90,000 and £180,000). At this level the management committee feel that they would be able to continue the current activities of the charity. In the event of a significant drop in funding, it would be necessary to consider how the funding would be replaced or the activities changed.

Investment Policy

The Management Committee has the power to invest in such assets as they see fit. On a day to day basis, the charity invests the funds that are surplus to immediate requirement in a high interest bank account with a market competitive rate of return.

Risk Review

As the impact of Covid 19 became apparent, The Management Committee undertook risk assessments for the whole charity, both financial and non-financial. They implemented appropriate guidelines and systems to mitigate these risks. These procedures have been reviewed regularly to ensure that they meet the needs of the charity.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitutional and organisational structure

Harrow Association Of Disabled People ("HAD") is a charitable company, limited by guarantee, incorporated on 8 March 2000 and registered as a charity on 2 May 2000.

The charitable company was established in accordance with the Memorandum of Association which incorporates the objects and powers of the charitable company and is governed by its Articles of Association. Under those Articles, the Management Committee, being the Board of Directors, are elected to serve for a period of 1 year. The Management Committee board will have at least 80% individual disabled people.

The charity is governed by a management committee, with day to day operations being undertaken by the Chief Executive and the organisation's management.

The Management Committee meets six times a year to oversee the management of the charitable company. Operational decisions are delegated to the sub-committees, who have delegated responsibility. The Finance & General Purposes subcommittee meets bi-monthly.

The sub-committees are made up of Trustees and relevant staff members.

Recruitment and appointment of Trustees

Trustees are recruited from the charitable company's membership, and through organisations which share a common purpose. Only individual members can vote at the AGM, and at board meetings. Once potential Trustees are identified, they are invited to attend Management Committee meetings as observers.

Trustees are appointed at the AGM by a membership vote. The Trustees can co-opt members during the year, who are then ratified at the next AGM.

The Trustees invite London Borough of Harrow to appoint Council representatives to the board.

HARROW ASSOCIATION OF DISABLED PEOPLE

REPORT OF THE MANAGEMENT COMMITTEE (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

Induction and training of Trustees

New Trustees are given an induction pack which details their responsibilities and opportunities as Trustees. They are also introduced to the staff team and familiarised with the operation of the charitable company. Trustees are offered opportunities to develop their skills by attending courses through the year as and when appropriate.

All trustees are required to complete safeguarding training and a DBS certificate.

Volunteers

The charity is grateful for the efforts of our volunteers who are involved in administration and service provision. In addition, the management committee all provide their time freely to the charity. We recognise that HAD could not exist without our Board members and operational volunteers.

Public benefit

The trustees confirm that they have complied with the duty in section 2 (1) (b) of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit, 'Charities and Public Benefit'.

Responsibilities of the Management Committee

The Management Committee is responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Management Committee to prepare financial statements for each financial year. Under that law the Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). The financial statements are required by law to give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Management Committee is required to;

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

So far as each of the Management Committee members is aware at the time the report is approved:

- there is no relevant information of which the charitable company's independent 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 independent examiners are aware of that information.

Members of the Management Committee

Members of the Management Committee, who are directors for the purpose of company law and trustees for the purpose of charity law, who served during the year are set out in the Legal and Administrative Information page at the beginning of this report.

Members of the Management Committee guarantee to contribute an amount not exceeding £1 to the assets of the charitable company in the event of winding up. The total number of guarantees at 31 March 2020 was 11.

HARROW ASSOCIATION OF DISABLED PEOPLE

REPORT OF THE MANAGEMENT COMMITTEE (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

Going Concern

At the time of approving the financial statements, the Trustees are confident that the charity has adequate resources to support the current level of expenditure and to continue in operational existence for the foreseeable future. The Trustees have, however recognised that Covid 19 has had a significant impact on the activities of the charity. The Red Brick cafe and offices are now back to normal, however some staff continue to work from home. The management committee has secured Government funding and other charitable trust funding to cover core and service costs. The Trustees will continue to evaluate the financial impact of the situation.

Independent Examiner

David Passey has been re-appointed as Independent Examiner.

Approved by the Management Committee on 27 January 2023 and signed on its behalf by:

Julie Browne
Chair

HARROW ASSOCIATION OF DISABLED PEOPLE

INDEPENDENT EXAMINER'S REPORT TO THE MEMBERS OF HARROW ASSOCIATION OF DISABLED PEOPLE

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 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

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 confirm that I am qualified to undertake the examination because I am a 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:

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 Ireland (FRS 102)].

I have no concerns and have come across no 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.

Use of my report

This report is made solely to the Charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My independent examination work has been undertaken so that I might state to the Charity's Trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and the Charity's Trustees, as a body, for my independent examination work, for this report, or for the opinions I have formed.

David Passey, ACA

Landau Morley LLP
325 - 327 Oldfield Lane North
Greenford
Middlesex
UB6 0FX

DATE 27 January 2023

HARROW ASSOCIATION OF DISABLED PEOPLE

STATEMENT OF FINANCIAL ACTIVITIES (including Income and Expenditure Account) FOR THE YEAR ENDED 31 MARCH 2022

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Total 2021 £
Income and endowments from:					
Donations and legacies	2	9,660	1,500	11,160	15,100
Income from investments		31	-	31	67
Charitable activities	3	222,180	124,277	346,457	445,690
Other Income	4	-	27,555	27,555	85,765
Total income and endowments		<u>231,871</u>	<u>153,332</u>	<u>385,203</u>	<u>546,622</u>
Expenditure on:					
Charitable activities					
Advocacy service		93	23,453	23,546	18,834
Welfare benefits advice service		69,793	3,146	72,939	64,545
Direct Payments Support Scheme		75,161		75,161	79,128
Empowering Lives of Disabled people		186	68,456	68,642	70,744
Independent Living Co-ordinator		2,845	60,304	63,149	58,060
Trading Services		169,680	30,257	199,937	186,445
	5	<u>317,758</u>	<u>185,616</u>	<u>503,374</u>	<u>477,756</u>
Total expenditure	5	<u>317,758</u>	<u>185,616</u>	<u>503,374</u>	<u>477,756</u>
Net income/(expenditure)		<u>(85,887)</u>	<u>(32,284)</u>	<u>(118,171)</u>	<u>68,866</u>
Net movement in funds		<u>(85,887)</u>	<u>(32,284)</u>	<u>(118,171)</u>	<u>68,866</u>
Fund balances as at 1 April 2021		<u>362,470</u>	<u>80,314</u>	<u>442,784</u>	<u>373,918</u>
Fund balances at 31 March 2022		<u><u>276,583</u></u>	<u><u>48,030</u></u>	<u><u>324,613</u></u>	<u><u>442,784</u></u>

All income and expenditure derive from continuing activities

The notes on pages 12 to 19 form part of these financial statements.

HARROW ASSOCIATION OF DISABLED PEOPLE

BALANCE SHEET AS AT 31 MARCH 2022

Company Reg No: 03946731

	Notes	2022 £	2021 £
Fixed assets			
Tangible fixed assets	9	29,722	32,424
Current assets			
Stock	10	2,500	2,500
Debtors	11	180,133	187,014
Cash at bank and in hand	12	195,190	257,961
		377,823	447,475
Creditors: amounts falling due within one year	13	(82,932)	(37,115)
Net current assets		294,891	410,360
Net assets		324,613	442,784
Unrestricted funds			
General funds	15	276,583	362,470
		276,583	362,470
Restricted funds	16	48,030	80,314
Total funds		324,613	442,784

For the financial year ended 31 March 2020 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

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 responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of financial statements.

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

Approved by the management committee and authorised for issue on 27 January 2023 and signed on its behalf by:

Julie Browne

Haresh Puvanagopan

The notes on pages 12 to 19 form part of these financial statements.

HARROW ASSOCIATION OF DISABLED PEOPLE

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2022

1 Accounting Policies

1.1 Basis of preparation

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) (as amended for accounting periods commencing from 1 January 2019)', the Charities Act 2011 and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

1.2 Income

Donations, grants and other forms of voluntary income are recognised as income when receivable, except insofar as they are incapable of financial measurement. Income is shown net of VAT where applicable.

1.3 Tangible fixed assets and depreciation

Tangible fixed assets are depreciated in accordance with the charity's accounting policy. Depreciation is provided at rates calculated to write off the cost of the asset less any estimated residual value over its expected useful life, as follows:

Leasehold Building	Over the term of the lease
Computer Equipment	Straight Line over 3 years
Office Equipment	Straight Line over 5 years

Items of equipment are capitalised where the purchase price exceeds £1,000.

1.4 Fundraising costs

Fundraising expenses relate to costs incurred in inducing people and organisations to contribute towards the Charity's work.

1.5 Expenditure

Expenditure is included in the Statement of Financial Activities of an accruals basis, inclusive of any VAT which cannot be recovered.

Certain expenditure is directly attributable to specific activities and has been included in those cost categories.

Certain other costs, which are attributable to more than one activity, are apportioned across categories on the basis of staffing on each project.

Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities.

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

Support costs include back office costs, finance, personnel, payroll and governance costs which support the our activities.

1.6 Funds

Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the charity without further specified purposes and are available as general funds.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are wide and varied in pursuance of the charity's main objectives.

Designated funds are unrestricted funds earmarked by the Management Committee for particular purposes.

1.7 Stock

Stock relates to the dry consumables at the Red Brick Cafe and have been valued at the lower of cost and estimated selling price less costs to sell.

1.8 Debtors and Creditors

Debtors and Creditors are measured at the transaction price. Any changes are recognised in the Statement of Financial Activities.

1.9 Cash at Bank and In Hand

Cash at Bank and In Hand are measured at the transaction price.

HARROW ASSOCIATION OF DISABLED PEOPLE

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

1 Accounting Policies (Continued)

1.10 Pension contributions

The charity pays contributions towards employee stakeholder pensions. The charity's contributions to the employee stakeholder pensions are equal to the contributions paid by the employees. The contributions can be up to a maximum level for each employee as calculated for the respective employee in accordance with the Charity's pensions policy. Pension contributions are not paid in respect of any members of the Management Committee.

1.11 Operating leases

Rentals paid under operating leases are charged to the Statement of Financial Activities as incurred.

1.12 Going Concern

At the time of approving the financial statements, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus, the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.13 Government grants

A grant that specifies performance conditions is recognised in income when the performance conditions are met. Where a grant does not specify performance conditions it is recognised in income when the proceeds are received or receivable.

2 Donations and Legacies

Unrestricted funds £	Restricted funds £	2022 £	2021 £
General donations	9,660	1,500	11,160
			15,100

3 Income from charitable activities

	Unrestricted funds £	Restricted funds £	2022 £	2021 £
Fees receivable - all services	216,634	-	216,634	221,711
Harrow Giving Grant	-	10,400	10,400	10,858
BBC Children In Need	-	9,638	9,638	19,276
City Bridge Trust Grant	-	38,900	38,900	48,500
CCG Grant	-	26,578	26,578	26,749
HCA Joint Funding Information & Advice	-	20,715	20,715	36,814
City of London	-	-	-	49,559
Awards For All	-	9,900	9,900	9,900
Power To Change Grant	-	-	-	15,000
Trust For London	-	3,146	3,146	-
John Lyon	-	5,000	5,000	-
Access to work	5,546	-	5,546	7,323
	222,180	124,277	346,457	445,690

4 Other Income

	Unrestricted £	Restricted £	2022 £	2021 £
Coronavirus Job Retention Scheme Government Grants Receivable and Released	-	6,283	6,283	62,593
Retail and Hospitality Grant	-	21,272	21,272	23,172
	-	27,555	27,555	85,765

HARROW ASSOCIATION OF DISABLED PEOPLE

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

5 Total expenditure	Advocacy Service £	Welfare Benefits Advice £	Direct Payments Support Scheme £	Empowering Lives of Disabled people £	Independent Living & Deaf Support Services £	Trading Activities £	Total 2022 £	Total 2021 £
Direct charitable expenditure								
Staff wages and salaries	11,346	46,978	50,762	43,510	28,403	129,813	310,812	297,518
Staff Recruitment, training, Dues & subscriptions		1,562		504	70	409	2,545	1,284
Travelling expenses					2,830		2,830	-
Cafe Expenses						20,917	20,917	12,098
Freelance Interpreters					783		783	3,684
Club expenses				229	2,086		2,315	1,975
Deaf Equipment					16,777		16,777	12,128
	11,346	48,540	50,762	44,243	50,949	151,139	356,979	328,687
Support costs								
Reallocation of support and governance costs to Activities	12,200	24,399	24,399	24,399	12,200	48,798	146,395	141,820
	23,546	72,939	75,161	68,642	63,149	199,937	503,374	470,507

HARROW ASSOCIATION OF DISABLED PEOPLE

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

6	Support and Governance Costs	2022 £	2022 £	2021 £	2021 £
	Support costs allocated to services				
	Salaries (incl. NIC & Pension)	35,786		50,032	
	Staff Recruitment & Training	1,000		-	
	Rent and rates	53,889		36,366	
	Insurance	3,072		2,439	
	Repairs & Renewals	9,881		12,218	
	Printing, postage & stationery	5,783		4,214	
	Marketing & Publicity & Website	3,335		1,740	
	Telephone	4,135		3,371	
	Staff expenses	492		73	
	Finance Consultant	17,248		18,410	
	VAT Partial exemption	567		2,112	
	Equipment rentals	3,267		4,387	
	Sundry expenses	138		2,683	
	Bank charges	421		212	
	Subscriptions	1,346		861	
	Depreciation	2,702		2,702	
			143,062		141,820
	Governance Costs				
	Trustee Indemnity Insurance	1,048		963	
	Independent Review	1,000		1,000	
	Consultancy, Legal & Professional	1,035		5,036	
	AGM & General Meeting Expenses	250		250	
			3,333		7,249
			<u>146,395</u>		<u>149,069</u>
7	Net income for the year		2022		2021
	This is stated after charging:		£		£
	Depreciation		2,702		2,702
	Independent Examiner remuneration		<u>1,000</u>		<u>1,000</u>

HARROW ASSOCIATION OF DISABLED PEOPLE

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

8	Staff costs and Trustees remuneration	2022	2021
		£	£
	Staff costs were as follows:		
	Wages and salaries	320,522	322,100
	Social security costs	14,204	14,402
	Pensions	11,872	11,048
		<u>346,598</u>	<u>347,550</u>

No employee received annual emoluments of more than £60,000.

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

	2022	2021
	Number	Number
Advocacy Service	1	1
Welfare Benefits Service	2	2
Direct Payments Support Services	2	2
Empowering Lives of Disabled people with Learning Difficulties	2	1
Independent Living Co-ordinator	1	1
Trading Services	4	4
Support	1	1
	<u>13</u>	<u>12</u>

No trustees received any remuneration or reimbursement of expenses for the year (2021 - nil).

The Charity has provided indemnity insurance on behalf of its trustees as part of its total charity insurance. This has been provided to protect both the trustees and the charity against losses arising from any neglect or default.

The total emoluments paid to the Senior Management team in the year was £10,952 (2021: £18,128)

HARROW ASSOCIATION OF DISABLED PEOPLE

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

9	Tangible fixed assets	Leasehold Building	Fixtures Fittings &	Total
		2022	2022	2022
		£	£	£
	Cost			
	At 1 April 2021	59,444	38,391	97,835
	Additions in year	-	-	-
	Disposals in year	-	-	-
	At 31 March 2022	59,444	38,391	97,835
	Depreciation			
	At 1 April 2021	27,020	38,391	65,411
	Charge for the year	2,702	-	2,702
	Disposals in year	-	-	-
	At 31 March 2022	29,722	38,391	68,113
	Net book value			
	At 31 March 2022	29,722	-	29,722
	At 31 March 2021	32,424	-	32,424
10	Stock		2022	2,021
			£	£
	Dry Consumables at Red Brick Cafe		2,500	2,500
11	Debtors		2022	2021
			£	£
	Trade debtors		166,653	150,120
	Other debtors		1,667	1,667
	Prepayments & Accrued Income		11,813	35,227
			180,133	187,014
12	Funds held on behalf of third parties			
	During the year HAD Charity maintained bank client accounts for its brokerage and appointee clients. The balances as at 31 March 2022 of £1,356,332 (2021: £1,159,188) held on behalf of third parties is excluded from the total cash and bank balance of £195,191.			
13	Creditors: amounts falling due within one year		2022	2021
			£	£
	Sundry creditors		71,584	21,539
	VAT creditor		3,346	3,222
	PAYE creditor		5,888	4,187
	Accruals and deferred income		2,114	8,167
			82,932	37,115
14	Towergate Insurance Claim			
	A personal injury claim was made against HAD in 2021 for which £14,100 was awarded. HAD made an insurance claim for this amount and was received during the year.			

HARROW ASSOCIATION OF DISABLED PEOPLE

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

15 Charity Unrestricted funds	Balance at	Movement in Funds			Balance at
	1 April 2021 £	Transfer £	Incoming £	Outgoing £	31 March 2022 £
Designated Funds: Legacy Money	105,696		-	(69,793)	35,903
General funds	256,774		231,871	(247,965)	240,680
	<u>362,470</u>	<u>-</u>	<u>231,871</u>	<u>(317,758)</u>	<u>276,583</u>

HAD received a legacy of £205,266 in 2018 which was shown as general funds until this year when the trustees decided to show this legacy as a designated fund. The fund will provide support to those core services that do not have any funding. For the year ended 2021, £37,920 was spent on the welfare benefits service.

16 Restricted funds

The income funds of the Charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes.

	Balance at	Movement in Funds			Balance at
	1 April 2021 £	Transfer £	Incoming £	Outgoing £	31 March 2022 £
Big Lottery Fund	32,249	-	-	(2,702)	29,547
Children's Advocacy	5,693	-	-	(5,693)	-
BBC Children In Need	-	-	9,638	(9,638)	-
CCG Advocacy & Hearing Aids	-	-	26,578	(26,578)	-
HCA Joint Advocacy & Information	-	-	20,715	(20,715)	-
Harrow Giving Grant	-	-	10,400	(10,400)	-
City Bridge Grant	-	-	38,900	(26,625)	12,275
Trust For London	-	-	3,146	(3,146)	-
Awards For All	4,941	-	9,900	(10,716)	4,125
City of London	37,431	-	-	(37,431)	-
John Lyon	-	-	5,000	(2,917)	2,083
Coronavirus Job Retention Scheme	-	-	6,283	(6,283)	-
Retail & Hospitality Grant	-	-	21,272	(21,272)	-
Donations	-	-	1,500	(1,500)	-
	<u>80,314</u>	<u>-</u>	<u>153,332</u>	<u>(185,616)</u>	<u>48,030</u>

The Harrow Healthy Living Centre, now Red Brick Café received a grant from the Big Lottery for setting up the cafe and centre.

The Red Brick Café focuses on providing advice on healthy living to people with learning difficulties.

The Children's Advocacy funding was received from London Borough of Harrow to provide advocacy services for children and young people.

BBC Children In Need provides a monthly social club for children with learning difficulties under the age of eighteen.

CCG Advocacy & Hearing Aids funding is to provide an advocacy service to people who have health and medical issues and to support people who are deaf or hard of hearing.

HCA Joint Advocacy & information Service (SWISH) provides information and sign posting to the local community

Harrow Giving Grant was received to provide information to Harrow residents during Covid-19

Grants to support the charity during Covid-19 were received from Awards For All and Power to Change specifically for the Red Brick Café

The City of London provided a grant to set up a deaf equipment bank for people with hearing difficulties.

The Grant from City Bridge Trust is for the new Autism and Mentoring Outreach Service (AMOS)

The grant from Trust for London is for the Welfare Benefits Manager.

The Coronavirus Job Retention Scheme, a Government Grant has provided 80% of staff costs to those employees that were furloughed during the year ended 31st March 2021 due to Covid-19.

The Retail and Hospitality Cash Grant was provided by the Government through the local council to support businesses during the Coronavirus Pandemic.

17 Analysis of net assets between funds	Unrestricted Funds		Restricted Funds	Total
	Designated £	Other £	£	£
Fund balances at 31 March 2022 are represented by:				
Fixed assets	-	175	29,547	29,722
Current assets	35,903	323,437	18,483	377,823
Creditors: amounts falling due within one year	-	(82,932)	-	(82,932)
	<u>35,903</u>	<u>240,680</u>	<u>48,030</u>	<u>324,613</u>

18 Share capital

Harrow Association of Disabled People is a company limited by guarantee. It does not have share capital. Members of the charitable company guarantee to contribute an amount not exceeding £1 to the assets of the charitable company in the event of winding up. The total number of such guarantees at 31 March 2022 was 9 (2021 - 11).

HARROW ASSOCIATION OF DISABLED PEOPLE

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

19 2020 Comparatives

	Unrestricted Funds £	Restricted Funds £	Total 2020 £
Income and endowments from:			
Donations and legacies	6,600	8,500	15,100
Income from investments	67	-	67
Charitable activities	202,409	243,281	445,690
Other Income		85,765	85,765
Total income and endowments	<u>209,076</u>	<u>337,546</u>	<u>546,622</u>
Expenditure on:			
Charitable activities			
Advocacy service	-	18,834	18,834
Welfare benefits advice service	37,920	26,625	64,545
Information Service	79,128		79,128
Direct Payments Support Scheme	3,837	66,907	70,744
Empowering Lives of Disabled people	6,347	51,713	58,060
Volunteer Coordinator & Transition Fund	42,897	143,548	186,445
	<u>170,129</u>	<u>307,627</u>	<u>477,756</u>
Total expenditure	<u>170,129</u>	<u>307,627</u>	<u>477,756</u>
Net income/(expenditure)	38,947	29,919	68,866
Net movement in funds	<u>38,947</u>	<u>29,919</u>	<u>68,866</u>
Fund balances as at 1 April 2020	323,523	50,395	373,918
Fund balances at 31 March 2021	<u><u>362,470</u></u>	<u><u>80,314</u></u>	<u><u>442,784</u></u>

HARROW ASSOCIATION OF DISABLED PEOPLE

England & Wales - Charity number 1080505

Accounts

HARROW ASSOCIATION OF DISABLED PEOPLE
(A company limited by guarantee)

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

Charity No. 1080505
Company No. 03946731

HARROW ASSOCIATION OF DISABLED PEOPLE

CONTENTS

	Page
Reference and Administrative Information	1
Report of the Management Committee	2 - 8
Independent Examiner's Report	9
Statement of Financial Activities	10
Balance Sheet	11
Statement of Cash Flows	12
Notes to the Accounts	13 - 19

HARROW ASSOCIATION OF DISABLED PEOPLE

REFERENCE AND ADMINISTRATIVE INFORMATION

Status

The organisation is a charitable company limited by guarantee incorporated on 8 March 2000 and registered as a charity on 2 May 2000.

The company was established in accordance with the Memorandum of Association which incorporates the objects and powers of the charitable company and is governed by its Articles of Association. Under those Articles, the members of the Management Committee, being the Board of Directors, are elected to serve for a period of 1 year, subject to ratification at each Annual General Meeting. The Board of Directors will have at least 80% individual disabled people. The members of the Management Committee are also the Trustees of the charity.

Charity Harrow Association of Disabled People

Company Number

03946731

Charity Number

1080505

Management Committee

Adam Gabsi, Chair
 Louise Weldon, Joint Vice Chair (Resigned 23/10/2021)
 Maria Lobo, Joint Vice Chair (Resigned 20/04/2021)
 Elizabeth Hugo
 Jean Lammiman
 Krishnapillai Suresh
 Stephen McLelland (Resigned 01/12/2020)
 Julie Browne
 Mary Newman (Resigned 01/12/2020)
 Charles Newman (Resigned 01/12/2020)
 Marcia Anthony
 Dr Jagdish Dave
 Suzanne Dalfoss
 Diana Hardman (Resigned 01/12/2020)
 Christopher Stewart (Resigned 01/12/2020)

Co-opted Trustees

Gladys Janes, Staff Representative

Secretary

Ushma Shah

Sub-committee

Key Finance and General Purpose Sub-committee

Adam Gabsi
 Marcia Anthony
 Elizabeth Hugo

Management team

Nigel Long Chief Executive

Registered Office and operational address

The Wealdstone Centre, 38 - 40 High Street, Wealdstone, HA3 7AE

Independent Examiner

David Passey, Landau Morley LLP, 325 - 327 Oldfield Lane North, Greenford, Middlesex, UB6 0FX

Bankers

CAF Bank Ltd, 25 Kings Hill Avenue, Kings Hill, West Mailing, Kent ME19 4JQ
 Metro Bank, One Southampton Row, London WC1B 5HA

HARROW ASSOCIATION OF DISABLED PEOPLE

REPORT OF THE MANAGEMENT COMMITTEE

FOR THE YEAR ENDED 31 MARCH 2021

The Management Committee who are directors of the company for Companies Act purposes and trustees for the charity for Charity Law purposes presents its report and the financial statements for the year ended 31 March 2021.

The annual financial statements have been prepared in accordance with the accounting policies set out in note 1 of the annual financial statements and comply with the charitable company's Memorandum and Articles of Association, the Companies Act 2006 and the Statement of Recommended Practice, '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) (as amended for accounting periods commencing from 1 January 2016). This report has been prepared having taken advantage of small companies' exemption.

OBJECTIVES AND ACTIVITIES

Objectives of the charity

The charitable company's objectives are to create a fully inclusive society where disabled people enjoy equality of opportunity as a right, not a privilege. To achieve this, the charitable company operates a number of projects to assist disabled people. There have been no changes in the charitable company's objects since the last management committee report.

The charity's mission statement is:

To promote and bring about inclusion and equality for all disabled people in all areas of life by:

- Ensuring that disabled people have access to relevant disability information, advice and support from a central contact point.
- Delivering high-quality services that empower and enable disabled people access their rights, live independently and gain equality.
- Providing a channel and voice for disabled people to campaign on the issues they identified as important to them.
- Influencing and assisting wider society to remove all physical and attitudinal areas that cause exclusion and disadvantage to disabled people.
- Be proactive in bringing for consultation, to disabled people's attention, issues which may affect them in their future.
- The Mission Statement was reviewed in 2018 and will be reviewed as part of the Business planning process for 2018 - 2022.

Strategies for achieving objectives

Strategies include a range of mechanisms: awareness raising, campaigning and service provision.

The charity operates a number of services for disabled people in Harrow, with some services being available to people outside of the borough.

Services are funded in four ways:

- Through the local Clinical Commissioning Group, NHS Harrow
- Through social enterprise activities
- Through fundraising and some donations
- Through agreements with non local authority providers

Services funded by the Clinical Commissioning Group, NHS Harrow are:

- Hearing Aids maintenance
- Advocacy

Social enterprise activities include:

- British Sign Language and other communication services for Deaf and Hard of hearing people
- Disability Equality training
- Deaf Awareness training
- DDA training
- Creative, social and learning groups for adults and children

HARROW ASSOCIATION OF DISABLED PEOPLE

REPORT OF THE MANAGEMENT COMMITTEE (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

Social enterprise activities include (continued):

- Payroll service for Direct Payment clients
- Training in basic British Sign Language
- Support Brokerage for people who hold Direct Payments or Personal Budgets
- Support Brokerage & Appointeeships for individuals to manage their personal finances
- Disability Consultancy
- Sale of meals at the Red Brick Cafe
- Independent Living placements
- Changes Nightclub, and other social events

Services funded by grant funders:

- Clubs for young people with learning difficulties funded by the BBC Children In Need
- Autism and Mentoring Outreach Service funded by City Bridge Trust

Other work includes:

- Advice into training and employment
- Awareness raising and campaigning
- Deaf services which include:
 - Drop in service
 - Information and support

HAD also takes a role in consultation and representation in local issues affecting disabled people in Harrow.

When deciding on activities and events, HAD's Trustees pay due regard to the Charity Commission's guidance on public benefit.

ACHIEVEMENTS AND PERFORMANCE

Review of performance against objectives:

Objectives for 2020/ 2021 were:

1. Continuing to work with children, young people and local community members, to engender good attitudes regarding equality and disability in future generations.

We have continued and increased our children's activities especially over the pandemic through provision of activities via Zoom. Activities provided were arts and craft packs, cooking classes and when permitted social events.

2. To continue to increase independent sources of funding.

New funding was acquired from City of London to set up a Deaf equipment bank. Additional funding was acquired from Harrow Council to prevent isolation for vulnerable service users over the pandemic. This included providing food packs, making telephone contact and signposting.

3. To continue providing high quality services to disabled people.

All services at HAD continued to be provided from staff working from home.

4. To ensure that representation and campaigning continues for disabled people in response to need.

This has continued

5. Continue to raise awareness of equality, particularly disability equality.

The board and its members continually raise issues with the local council and challenge them in their decision making.

HARROW ASSOCIATION OF DISABLED PEOPLE

REPORT OF THE MANAGEMENT COMMITTEE (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

To continue to achieve our aims, HAD's future strategy includes:

1. Continuing to work with children, young people and local community members, to engender good attitudes regarding equality and disability in future generations.
2. To continue to increase independent sources of funding.
3. To continue providing high quality services to disabled people.
4. To ensure that representation and campaigning continues for disabled people in response to need.
5. Continue to raise awareness of equality, particularly disability equality.

Review of activities

The charitable company operates a number of projects to empower, and to support equality and quality of life opportunities for all disabled people, and to provide services for those people within the local community.

The charity received funding from the local authority and other charitable organisations. The charity earned a significant income from its' independent trading activity.

The charity achieves its objectives, as defined above through the provision of a number of services including:

Advocacy - support to enable disabled people to fight for their rights in many spheres of public and private life;

Information - a wide range of information on aspects of living with a disability, both in HAD's offices and externally;

Welfare Benefits - casework and support to complete applications for a wide range of benefits;

Direct Payment Support Services - for all who have been assessed by Harrow Council as needing care, this team offers support on how to recruit, manage and work with carers, and manage other aspects of receiving Direct Payments;

Red Brick Cafe, which provides work experience to people with learning or other disabilities, operates as a community cafe, and offers rooms which can be booked for community use. The intention is to develop the model towards providing a wider range of independent living functions, and some of this work has started, e.g. around safeguarding, and around increased customer services skills;

Hearing Aids maintenance - support to hearing aids users in maintaining and cleaning their aids;

Changes Nightclub - as part of our Community Link Up project, an integrated nightclub for people with learning disabilities to bring their friends to;

Employment Advice and Guidance - for disabled people who are seeking work and work experience;

Deaf Services - a range of services, including: general information support; Equipment resource room, Drop in for BSL users, signed coffee morning, Basic BSL classes, Communication agency for people needed support with BSL communication, lip reading, etc;

Basic BSL training - training in BSL communication for groups of adults and children;

Disability Adviser - support to disabled people employed by Harrow Council;

Campaigning - support for mediation and campaigning activities which promote the rights and equality available to disabled people;

HARROW ASSOCIATION OF DISABLED PEOPLE

REPORT OF THE MANAGEMENT COMMITTEE (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

Equality Training - training in Disability Equality, Deaf Awareness and Living and Working with PA's;

Provision of useful products and information - e.g. sessions on using the DDA, sales of RADAR keys, distribution of light bulbs, etc;

Payroll service - a service for people who have employed personal assistants through their Direct Payment and need support to run the payroll for them;

Support Brokerage - a service for people who need additional support in order to safely manage their Direct Payments;

Managing money - as well as helping individuals learn to manage money, we now run a service which holds appointeeship, and manages day to day expenditure for people who do not have capacity to manage on their own;

Children's learning groups - as part of our community Link Up work we run classes for children to learn IT, numeracy and literature on a Saturday morning;

Adult learning groups - as part of our community Link Up work we run groups for adults to learn IT, numeracy and literature on a Saturday morning;

One off / short sessions groups - we have run a number of short session groups helping people to learn independence skills such as healthy cooking;

Creative sessions - we have run a number of arts based sessions for adults and children;

Children's' activities - including dance classes, 1:1 junior club, and social outings and activities; and

ASAP groups - we have meetings and outings specifically for people on the Autism and Asperger's spectrum

AMOS - A new service that started at the end of 2019 but being more vital over the pandemic. The services mentors adults on the autism spectrum to live independently.

FUTURE STRATEGY

In order to support HAD's main aim of equality for all disabled people, much of future focus is on attitude changing and improvement of accessibility for disabled people. In addition, we aim to secure the financial future of the organisation for as long as it is needed. HAD has drawn up a 4 year business plan with a view to becoming less dependent on external funding. It has a medium term financial strategy and a vision strategy up to 2030.

To achieve these aims, our future strategy involves:

1. Continuing to increase work with children and young people to engender good attitudes regarding equality and disability in future generations;
2. Continue to develop and raise the profile and use of our Disability Equality services, such as our training, access auditing and British Sign Language support;
3. Increase peer support and evaluation work;
4. Increase services offered in line with the Self Directed Support agenda;
5. Secure additional funding to support key services such as Welfare Benefits and Advocacy.
6. Continue to access maximum staffing levels at least costs to HAD, by supporting projects which also help those who need the work;
7. Continue all current high standards of service provision;
8. Continue to raise awareness of and commitment to, equality principles in Harrow;
9. Work on organisational format such as merger which will increase long term sustainability;
10. Develop services in NW London;
11. Consider merger, acquisition and collaborative activities which are in HAD's interests; and
12. Campaigning and awareness raising activities may need to increase as cuts increasingly affect disabled people.

FINANCIAL REVIEW

The net movement in funds amounted to a surplus of £68,866. The surplus was split between restricted funds of £29,919 and unrestricted funds of £38,947. The accumulated funds at 31 March 2021 were £442,784 of which £80,314 will be utilised on restricted projects and £362,470 is attributable to unrestricted funds.

HARROW ASSOCIATION OF DISABLED PEOPLE

REPORT OF THE MANAGEMENT COMMITTEE (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

Reserves Policy

The management committee has established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets (the 'free reserves') held by the charity should be between 3 and 6 months of expenditure (approximately between £90,000 and £180,000). At this level the management committee feel that they would be able to continue the current activities of the charity. In the event of a significant drop in funding, it would be necessary to consider how the funding would be replaced or the activities changed.

Investment Policy

The Management Committee has the power to invest in such assets as they see fit. On a day to day basis, the charity invests the funds that are surplus to immediate requirement in a high interest bank account with a market competitive rate of return.

Risk Review

As the impact of Covid 19 became apparent, The Management Committee undertook risk assessments for the whole charity both financial and non-financial. They implemented appropriate guidelines and systems to mitigate these risks. These procedures have been reviewed regularly to ensure that they meet the needs of the charity.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitutional and organisational structure

Harrow Association Of Disabled People ("HAD") is a charitable company, limited by guarantee, incorporated on 8 March 2000 and registered as a charity on 2 May 2000.

The charitable company was established in accordance with the Memorandum of Association which incorporates the objects and powers of the charitable company and is governed by its Articles of Association. Under those Articles, the Management Committee, being the Board of Directors, are elected to serve for a period of 1 year. The Management Committee board will have at least 80% individual disabled people.

The charity is governed by a management committee, with day to day operations being undertaken by the Chief Executive and the organisation's management.

The Management Committee meets six times a year to oversee the management of the charitable company. Operational decisions are delegated to the sub-committees, who have delegated responsibility. The Finance & General Purposes subcommittee meets bi-monthly.

The subcommittees are made up of Trustees and relevant staff members.

Recruitment and appointment of Trustees

Trustees are recruited from the charitable company's membership, and through organisations which share a common purpose. Only individual members can vote at the AGM, and at board meetings. Once potential Trustees are identified they are invited to attend Management Committee meetings as observers.

Trustees are appointed at the AGM by a membership vote. The Trustees can co-opt members during the year, who are then ratified at the next AGM.

The Trustees invite London Borough of Harrow to appoint Council representatives to the board.

HARROW ASSOCIATION OF DISABLED PEOPLE

REPORT OF THE MANAGEMENT COMMITTEE (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

Induction and training of Trustees

New Trustees are given an induction pack which details their responsibilities and opportunities as Trustees. They are also introduced to the staff team and familiarised with the operation of the charitable company. Trustees are offered opportunities to develop their skills by attending courses through the year as and when appropriate.

All trustees are required to complete safeguarding training and a DBS certificate.

Volunteers

The charity is grateful for the efforts of our volunteers who are involved in administration and service provision. In addition the management committee all provide their time freely to the charity. We recognise that HAD could not exist without our Board members and operational volunteers.

Public benefit

The trustees confirm that they have complied with the duty in section 2 (1) (b) of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit, 'Charities and Public Benefit'.

Responsibilities of the Management Committee

The Management Committee is responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Management Committee to prepare financial statements for each financial year. Under that law the Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). The financial statements are required by law to give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Management Committee is required to;

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

So far as each of the Management Committee members is aware at the time the report is approved:

- there is no relevant information of which the charitable company's independent 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 independent examiners are aware of that information.

Members of the Management Committee

Members of the Management Committee, who are directors for the purpose of company law and trustees for the purpose of charity law, who served during the year are set out in the Legal and Administrative Information page at the beginning of this report.

Members of the management committee guarantee to contribute an amount not exceeding £1 to the assets of the charitable company in the event of winding up. The total number of guarantees at 31 March 2021 was 16.

HARROW ASSOCIATION OF DISABLED PEOPLE
REPORT OF THE MANAGEMENT COMMITTEE (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

Going Concern

At the time of approving the financial statements, the Trustees are confident that the charity has adequate resources to support the current level of expenditure and to continue in operational existence for the foreseeable future. The Trustees have, however recognised that Covid 19 has had a significant impact on the activities of the charity. The Red Brick cafe and offices are now back to normal, however some staff continue to work from home. The management committee has secured Government funding and other charitable trust funding to cover core and service costs. The Trustees will continue to evaluate the financial impact of the situation.

Independent Examiner

David Passey has been re-appointed as Independent Examiner.

Approved by the Management Committee on 07 December 2021 and signed on its behalf by:

Adam Gabsi
Chair

HARROW ASSOCIATION OF DISABLED PEOPLE

INDEPENDENT EXAMINER'S REPORT TO THE MEMBERS OF HARROW ASSOCIATION OF DISABLED PEOPLE

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 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

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 confirm that I am qualified to undertake the examination because I am a 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:

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 Ireland (FRS 102)].

I have no concerns and have come across no 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.

David Passey ACA

Landau Morley LLP
325 - 327 Oldfield Lane North
Greenford
Middlesex
UB6 0FX

DATE: 07 December 2021

HARROW ASSOCIATION OF DISABLED PEOPLE

STATEMENT OF FINANCIAL ACTIVITIES (including Income and Expenditure Account) FOR THE YEAR ENDED 31 MARCH 2021

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Total 2020 £
Income and endowments from:					
Donations and legacies	2	6,600	8,500	15,100	11,543
Income from investments		67	-	67	313
Charitable activities	3	202,409	243,281	445,690	377,677
Other Income	4	-	85,765	85,765	21,942
Total income and endowments		209,076	337,546	546,622	411,475
Expenditure on:					
Charitable activities					
Advocacy service		-	18,834	18,834	26,619
Welfare benefits advice service		37,920	26,625	64,545	69,286
Direct Payments Support Scheme		79,128	-	79,128	68,718
Empowering Lives of Disabled people		3,837	66,907	70,744	33,566
Independent Living Co-ordinator		6,347	51,713	58,060	57,146
Trading Services		42,897	143,548	186,445	278,232
Total expenditure	5	170,129	307,627	477,756	533,567
Net income/(expenditure)/Net movement in funds		38,947	29,919	68,866	(122,092)
Fund balances as at 1 April 2020		323,523	50,395	373,918	496,010
Fund balances at 31 March 2021		362,470	80,314	442,784	373,918

All income and expenditure derive from continuing activities

The notes form part of these financial statements.

HARROW ASSOCIATION OF DISABLED PEOPLE

BALANCE SHEET AS AT 31 MARCH 2021

Company Reg No: 03946731

	Notes	2021 £	2020 £
Fixed assets			
Tangible fixed assets	9	32,424	35,126
Current assets			
Stock	10	2,500	2,500
Debtors	11	187,014	177,956
Cash at bank and in hand	12	257,961	191,852
		<u>447,475</u>	<u>372,308</u>
Creditors: amounts falling due within one year	13	(37,115)	(33,516)
Net current assets		<u>410,360</u>	<u>338,792</u>
Net assets		<u>442,784</u>	<u>373,918</u>
Unrestricted funds			
General funds	15	362,470	323,523
Restricted funds	16	80,314	50,395
Total funds		<u>442,784</u>	<u>373,918</u>

For the financial year ended 31 March 2021 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

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 responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of financial statements.

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

Approved by the management committee and authorised for issue on 07 December 2021 and signed on its behalf by:

Adam Gabsi

Julie Browne

The notes form part of these financial statements.

HARROW ASSOCIATION OF DISABLED PEOPLE

STATEMENT OF CASH FLOWS AS AT 31 MARCH 2021

	2021 £	2020 £
Net income/(expenditure) for the reporting period	68,866	(122,092)
Adjustments for:		
Depreciation	2,702	2,702
Decrease/ (increase) in stock	-	-
(Increase)/decrease in debtors	(9,058)	(51,629)
Increase/(decrease) in creditors	3,599	16,760
Dividends and interest from investments	(67)	(313)
Net cash provided by/(used in) operating activities	66,042	(154,572)
Cash flow from investing activities:		
Dividends and interest from investments	67	313
Net cash provided by/(used in) investing activities	67	313
Change in cash and cash equivalents in the reporting period	66,109	(154,259)
Cash and cash equivalents at the beginning of the period	191,852	346,111
Cash and cash equivalents at the end of the period	257,961	191,852
Analysis of cash and cash equivalents	Balance at 2021 £	Balance at 2020 £
Cash in hand	82,814	31,332
Notice deposits	175,147	160,520
	257,961	191,852

Analysis of changes in net funds

The charity had no debt during the year.

HARROW ASSOCIATION OF DISABLED PEOPLE

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2021

1 Accounting Policies

Charity information

Harrow Association of Disabled People is a private company limited by guarantee incorporated in England and Wales. The registered office is as shown on page 1.

1.1 Basis of preparation

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) (as amended for accounting periods commencing from 1 January 2016)', the Charities Act 2011 and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

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

1.2 Income

Donations, grants and other forms of voluntary income are recognised as income when receivable, except insofar as they are incapable of financial measurement. Income is shown net of VAT where applicable.

1.3 Tangible fixed assets and depreciation

Tangible fixed assets are depreciated in accordance with the charity's accounting policy. Depreciation is provided at rates calculated to write off the cost of the asset less any estimated residual value over its expected useful life, as follows:

Leasehold Building	Over the term of the lease
Computer Equipment	Straight Line over 3 years
Office Equipment	Straight Line over 5 years

Items of equipment are capitalised where the purchase price exceeds £1,000.

1.4 Fundraising costs

Fundraising expenses relate to costs incurred in inducing people and organisations to contribute towards the Charity's work.

1.5 Expenditure

Expenditure is included in the Statement of Financial Activities of an accruals basis, inclusive of any VAT which cannot be recovered.

Certain expenditure is directly attributable to specific activities and has been included in those cost categories.

Certain other costs, which are attributable to more than one activity, are apportioned across categories on the basis of staffing on each project.

Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities.

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support our activities.

1.6 Funds

Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the charity without further specified purposes and are available as general funds.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are wide and varied in pursuance of the charity's main objectives.

Designated funds are unrestricted funds earmarked by the Management Committee for particular purposes.

1.7 Stock

Stock relates to the dry consumables at the Red Brick Cafe and have been valued at the lower of cost and estimated selling price less costs to sell.

1.8 Debtors and Creditors

Debtors and Creditors are measured at the transaction price. Any changes are recognised in the Statement of Financial Activities.

1.9 Cash at Bank and In Hand

Cash at Bank and In Hand are measured at the transaction price.

HARROW ASSOCIATION OF DISABLED PEOPLE

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

1 Accounting Policies (Continued)

1.10 Pension contributions

The charity pays contributions towards employee stakeholder pensions. The charity's contributions to the employee stakeholder pensions are equal to the contributions paid by the employees. The contributions can be up to a maximum level for each employee as calculated for the respective employee in accordance with the Charity's pensions policy. Pension contributions are not paid in respect of any members of the Management Committee.

1.11 Operating leases

Rentals paid under operating leases are charged to the Statement of Financial Activities as incurred.

1.12 Going Concern

At the time of approving the financial statements, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus, the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.13 Government grants

A grant that specifies performance conditions is recognised in income when the performance conditions are met. Where a grant does not specify performance conditions it is recognised in income when the proceeds are received or receivable.

2	Donations and Legacies	Unrestricted	Restricted	2021	2020
		funds £	funds £	£	£
	General donations	6,600	8,500	15,100	11,543
3	Income from charitable activities	Unrestricted	Restricted	2021	2020
		funds £	funds £	£	£
	Fees receivable - all services	194,576	26,625	221,201	260,014
	Harrow Giving Grant	-	10,858	10,858	-
	BBC Children In Need	-	19,276	19,276	18,312
	City Bridge Trust Grant	-	48,500	48,500	-
	CCG Advocacy	-	17,298	17,298	16,885
	CCG Hearing Aids	-	9,451	9,451	8,915
	Volunteers 4 Change	-	-	-	5,000
	HCA Joint Funding Information & Advice	-	36,814	36,814	20,715
	City of London	-	49,559	49,559	-
	Awards For All	-	9,900	9,900	9,883
	Power To Change Grant	-	15,000	15,000	-
	Sundry Income	510	-	510	32,136
	Access to work	7,323	-	7,323	5,817
		202,409	243,281	445,690	377,677
4	Other Income	Unrestricted	Restricted	2021	2020
		£	£	£	£
	Coronavirus Job Retention Scheme Government Grants Receivable and Released	-	62,593	62,593	4,568
	Retail and Hospitality Grant	-	23,172	23,172	3,274
	Towergate Insurance Claim	-	-	-	14,100
		-	85,765	85,765	21,942

HARROW ASSOCIATION OF DISABLED PEOPLE

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

5 Total expenditure	Advocacy Service £	Welfare Benefits Advice £	Direct Payments Support Scheme £	Empowering Lives of Disabled people £	Independent Living & Deaf Support Services £	Trading Activities £	Total 2021 £	Total 2020 £
Direct charitable expenditure								
Staff wages and salaries	5,677	39,205	54,283	45,568	28,128	124,657	297,518	274,015
Staff training, Dues & subscriptions	735	495	-	-	54	-	1,284	1,671
Travelling expenses	-	-	-	-	-	-	-	4,395
Cafe Expenses	-	-	-	-	-	12,098	12,098	68,951
Freelance Interpreters	-	-	-	-	3,684	-	3,684	5,658
Club expenses	-	-	-	331	1,644	-	1,975	9,029
Deaf Equipment	-	-	-	-	12,128	-	12,128	-
Personal Injury Claim	-	-	-	-	-	-	-	14,100
	6,412	39,700	54,283	45,899	45,638	136,755	328,687	377,819
Support costs								
Reallocation of support costs to Activities	12,422	24,845	24,845	24,845	12,422	49,690	149,069	155,748
	18,834	64,545	79,128	70,744	58,060	186,445	477,756	533,567

HARROW ASSOCIATION OF DISABLED PEOPLE

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

6	Support Costs	2021 £	2020 £
	Salaries (incl. NIC & Pension)	42,232	44,062
	Staff Training	-	350
	Rent and rates	36,366	40,325
	Insurance	3,402	2,959
	Repairs & Renewals	12,218	8,510
	Printing, postage & stationery	4,314	5,652
	Marketing & Publicity & Website	1,740	7,019
	Telephone	3,371	2,941
	Cleaning	7,800	6,458
	Staff expenses	73	888
	Legal & Professional	5,196	7,216
	Finance Consultant	19,250	17,844
	VAT Partial exemption	2,112	2,842
	Equipment rentals	4,387	4,647
	Sundry expenses	2,833	149
	Bank charges	212	370
	Subscriptions	861	814
	Depreciation	2,702	2,702
		<u>149,069</u>	<u>155,748</u>
7	Net income for the year	2021	2020
	This is stated after charging:	£	£
	Depreciation	2,702	2,702
	Independent Examiner remuneration	<u>1,050</u>	<u>1,000</u>

HARROW ASSOCIATION OF DISABLED PEOPLE

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

8	Staff costs and Trustees remuneration	2021 £	2020 £
	Staff costs were as follows:		
	Wages and salaries	322,100	298,232
	Social security costs	14,402	14,440
	Pensions	11,048	11,863
		<u>347,550</u>	<u>324,535</u>

No employee received annual emoluments of more than £60,000.

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

	2021 Number	2020 Number
Advocacy Service	1	1
Welfare Benefits Service	2	2
Direct Payments Support Services	2	2
Empowering Lives of Disabled people with Learning Difficulties	2	1
Independent Living Co-ordinator	1	1
Trading Services	4	4
Support	1	1
	<u>13</u>	<u>12</u>

No trustees received any remuneration or reimbursement for the year (2020 - nil).

The Charity has provided indemnity insurance on behalf of its trustees as part of its total charity insurance. This has been provided to protect both the trustees and the charity against losses arising from any neglect or default.

The total emoluments paid to the Senior Management team in the year was £ 18,128 (2020: £29,423)

HARROW ASSOCIATION OF DISABLED PEOPLE

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

9	Tangible fixed assets	Leasehold Building	Fixtures Fittings & 2021	Total 2021
		2021 £	2021 £	2021 £
	Cost			
	At 1 April 2020	59,444	38,391	97,835
	Additions in year	-	-	-
	Disposals in year	-	-	-
	At 31 March 2021	59,444	38,391	97,835
	Depreciation			
	At 1 April 2020	24,318	38,391	62,709
	Charge for the year	2,702	-	2,702
	Disposals in year	-	-	-
	At 31 March 2021	27,020	38,391	65,411
	Net book value			
	At 31 March 2021	32,424	-	32,424
	At 31 March 2020	35,126	-	35,126
10	Stock		2021 £	2,020 £
	Dry Consumables at Red Brick Cafe		2,500	2,500
11	Debtors		2021 £	2020 £
	Trade debtors		150,120	130,178
	Other debtors		1,667	7,497
	Prepayments & Accrued Income		35,227	40,281
			187,014	177,956
12	Funds held on behalf of third parties			
	During the year HAD Charity maintained bank client accounts for its brokerage and appointee clients. The balances as at 31 March 2021 of £1,159,188 held on behalf of third parties are excluded from the total cash and bank balance of £257,962.			
13	Creditors: amounts falling due within one year		2021 £	2020 £
	Sundry creditors		21,539	21,953
	VAT creditor		3,222	5,822
	PAYE creditor		4,187	4,095
	Accruals and deferred income		8,167	1,646
			37,115	33,516
14	Towergate Insurance Claim			

A personal injury claim was made against HAD for which £14,100 was awarded. HAD has made an insurance claim for this amount. The insurance claim amount remains outstanding from the insurers.

HARROW ASSOCIATION OF DISABLED PEOPLE

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

15 Charity Unrestricted funds	Balance at 1 April 2020 £	Movement in Funds			Balance at 31 March 2021 £
		Transfer £	Incoming £	Outgoing £	
Designated Funds: Legacy Money	143,616	-	-	(37,920)	105,696
General funds	179,907	-	209,076	(132,209)	256,774
	<u>323,523</u>	<u>-</u>	<u>209,076</u>	<u>(170,129)</u>	<u>362,470</u>

HAD received a legacy of £205,266 in 2018 which was shown as general funds until 31 March 2020 when the trustees decided to show this legacy as a designated fund. The fund will provide support to those core services that do not have any funding. For the year ended 2021, £37,920 was spent on the welfare benefits service.

16 Restricted funds

The income funds of the Charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes.

	Balance at 1 April 2020 £	Movement in Funds			Balance at 31 March 2021 £
		Transfer £	Incoming £	Outgoing £	
Big Lottery Fund	34,951	-	-	(2,702)	32,249
Children's Advocacy	7,229	-	-	(1,536)	5,693
Harrow Council	-	-	26,625	(26,625)	-
BBC Children In Need	-	-	19,276	(19,276)	-
CCG Advocacy & Hearing Aids	-	-	26,749	(26,749)	-
HCA Joint Advocacy & Information	-	-	36,814	(36,814)	-
Harrow Giving Grant	-	-	10,858	(10,858)	-
Red Brick Café	-	-	8,500	(8,500)	-
City Bridge Grant	-	-	48,500	(48,500)	-
Awards For All	4,941	-	9,900	(9,900)	4,941
City of London	-	-	49,559	(12,128)	37,431
Power To Change	-	-	15,000	(15,000)	-
Coronavirus Job Retention Scheme	-	-	62,593	(62,593)	-
Retail and Hospitality Grant	3,274	-	23,172	(26,446)	-
	<u>50,395</u>	<u>-</u>	<u>337,546</u>	<u>(307,627)</u>	<u>80,314</u>

The Harrow Healthy Living Centre, now Red Brick Café received a grant from the Big Lottery for setting up the cafe and centre.

Harrow Council funding was received for the welfare benefits service to continue to provide advice to Harrow residents.

The Red Brick Café focuses on providing advice on healthy living to people with learning difficulties.

The Childrens Advocacy funding was received from London Borough of Harrow to provide advocacy services for children and young people.

BBC Children In Need provides a monthly social club for children with learning difficulties under the age of eighteen.

CCG Advocacy & Hearing Aids funding is to provide an advocacy service to people who have health and medical issues and to support people who are deaf or hard of hearing.

HCA Joint Advocacy & information Service (SWISH) provides information and sign posting to the local community

Harrow Giving Grant was received to provide information to Harrow residents during Covid-19

Grants to support the charity during Covid-19 were received from Awards For All and Power to Change specifically for the Red Brick Café

The City of London provided a grant to set up a deaf equipment bank for people with hearing difficulties.

The Grant from City Bridge Trust is for the new Autism and Mentoring Outreach Service (AMOS)

The Coronavirus Job Retention Scheme, a Government Grant has provided 80% of staff costs to those employees that were furloughed during the year ended 31st March 2021 due to Covid-19.

The Retail and Hospitality Cash Grant was provided by the Government through the local council to support businesses during the Coronavirus Pandemic.

17 Analysis of net assets between funds	Unrestricted Funds		Restricted Funds	Total
	Designated £	Other £		
Fund balances at 31 March 2021 are represented by:				
Fixed assets	-	175	32,249	32,424
Current assets	37,920	361,490	48,065	447,475
Creditors: amounts falling due within one year	-	(37,115)	-	(37,115)
	<u>37,920</u>	<u>324,550</u>	<u>80,314</u>	<u>442,784</u>

18 Share capital

Harrow Association of Disabled People is a company limited by guarantee. It does not have share capital. Members of the charitable company guarantee to contribute an amount not exceeding £1 to the assets of the charitable company in the event of winding up. The total number of such guarantees at 31 March 2021 was 11 (2020 - 15).