

BARNET MENCAP

England & Wales · Charity number 1089388

Details

Status	Registered
Legal form	Charitable company
Company number	04274621
Registered	2001-11-19
Register	View on the Charity Commission register

Contact

Address	Barnet Mencap 35 Hendon Lane London N3 1RT
Phone	020 8349 3842
Email	projectsupport@barnetmencap.org.uk
Website	www.barnetmencap.org.uk

Activities

Objects: THE OBJECTS FOR WHICH THE CHARITY IS ESTABLISHED ARE FOR THE BENEFIT OF THE PUBLIC TO PROMOTE ANY CHARITABLE OBJECTS IN ORDER TO RESPOND TO THE NEEDS OF PEOPLE WITH LEARNING DISABILITIES AND/OR OTHER DISABILITIES AND/OR OTHER CHARITABLE DISADVANTAGE, THEIR FAMILIES AND CARERS

Activities: Disability, accommodation/housing, arts/culture, sport/recreation, economic/community development/employment. Children/young people, elderly/old people, people with a disability/special needs, people of a particular ethnic or racial origin. Provision of human resources, care/counselling, advocacy/advice/information.

Classification

- **How:** Provides Human Resources, Provides Services, Provides Advocacy/advice/information
- **What:** General Charitable Purposes, Education/training, Disability, The Prevention Or Relief Of Poverty, Accommodation/housing, Arts/culture/heritage/science, Amateur Sport
- **Who:** Children/young People, Elderly/old People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin

Geography

- Barnet

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£1,613,158	£1,624,990	£729,350	63
2024-03-31	£1,443,117	£1,439,872	£737,071	64
2023-03-31	£1,368,374	£1,329,803	£737,492	62
2022-03-31	£1,500,040	£1,305,445	£713,571	53
2021-03-31	£1,451,732	£1,277,689	£507,361	68

Trustees

Name	Role	Appointed
Dr Sharanya Sabina Nagendran		2025-11-19
Haider Saady Yassin Al-Eidan		2024-11-20
MARGARET IRENE KIRK		2012-01-30
MICHAEL PHILIP FRANCIS WIFFEN		2013-01-15
Olukemi Aina Akinsanya		2025-11-19
Papiya Chatterjee		2022-11-23
Prithma Athwal-Shah		2021-11-24
SHEILA ROSEMARY OLIVER		2013-01-15

BARNET MENCAP

England & Wales - Charity number 1089388

Accounts

Report and Financial Statements

For the year ended 31st March 2025

Barnet Mencap

A company limited by Guarantee

Charity number 1089388

Company number 04274621

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Legal and Administrative Details for the Year Ended 31st March 2025

Registered as a company limited by guarantee (No. 04274621) on 21 August 2001, and as a charity (No.1089388) on 19 November 2001.

Barnet Mencap took over the activities of the Borough of Barnet Society for Mentally Handicapped Children and Adults (charity number 245086) on 1 April 2003.

The Directors are Trustees for the purposes of Charity Law.

In the event of the company being wound up, the liability of Members is limited to £1 per member of the company.

Charity Number 1089388

Company Number 04274621

**Registered Office
and Business Address** 35 Hendon Lane
Finchley
London
N3 1RT

Board of Directors Sheila Oliver Chair

Kate Tokley Resigned 20th November 2024

Mike Wiffen Honorary Treasurer

Prithma Athwal-Shah

Meg Kirk

Papiya Chatterjee

Haider Al-Eiden Elected 20th November
2024

Sharanya Nagendran Co-opted 26th March
2025

Kemi Akinsanya Co-opted 26th March
2025

Chief Executive Ray Booth

Company Secretary Ray Booth

Bankers CAF Bank Ltd
25 Kings Hill Avenue
Kings Hill
West Malling
Kent ME19 4JQ

Auditors: Goldwins Limited
75 Maygrove Road
West Hampstead
London NW6 2EG

Chair's Report

I am very proud to have been the Chair of Barnet Mencap for another year. There have been many challenges – particularly financial, but it has been a pleasure to lead our Board, Managers, staff and volunteers through another successful year.

We know that People with Learning Disabilities, Autistic people, and their families and carers very much value our services, and we are proud to genuinely improve their lives.

Through sound financial reporting and monitoring, we have ended the year in a good financial position, but this has been more challenging than ever with £50,000 being deducted from our Bright Futures Contract shortly after it was awarded, and many items of expenditure increasing in cost. But we will continue to monitor our finances carefully and look for alternative sources of funding for the future.

To highlight just a few of Barnet Mencap's achievements over the last year:

For another year, the number of children and their families helped by our Information Advice and Guidance Service has increased, meaning the economic circumstances and access to services have improved significantly for them all.

Our Community Opportunities Project helped 165 people to improve their Health and Wellbeing through many different physical and social activities.

Our Employment Service has had amazing success – as well as securing 18 jobs (the target was 12), it has supported 112 people who were referred to the project with weekly Jobs Clubs and greatly increased our network of paid and volunteering opportunities.

The new Autism Hub launched in April 2024 continues to provide opportunities and support for Autistic people with yet another annual increase in the number supported.

And there are many more examples of how Barnet Mencap has enhanced the lives of those who use our services, as this Annual Report shows.

Barnet Mencap is proud to have worked closely with its partners in the Charity Sector and the Local Authority and Health Authority. The CEO chairs the Learning Disabilities Strategic Partnership Board, and Barnet Mencap is represented on many other multi-agency groups.

Over the years, the Board has also worked closely with our Chief Executive to develop our Business Plan for the next 3 years - linking what we aim to achieve with the resources predicted to be available. The Board will monitor the Plan closely and continue to consider opportunities to diversify our funding streams and widen our services. We know challenges will arise due to increased National Insurance costs, the increased demands put on our statutory funders, and the costs of supporting and retaining good staff.

In our 60th Anniversary Year we look forward not only to continue to provide services which improve lives but also to all the opportunities the future will bring – to diversify and extend our services, to use Social Media to communicate with our users and stakeholders and to explore the appropriate use of Artificial Intelligence in our service delivery and back office functions.

Sheila Oliver

Board of Trustees

OBJECTIVES AND ACTIVITIES

The trustees, who are also directors under company law, present their report and financial statements for the year ended 31 March 2025.

The trustees confirm that the financial statements comply with current statutory requirements, the Articles of Association and the Statement of Recommended Practice- Accounting and Reporting by Charities SORP, applicable to charities preparing their accounts in accordance with FRS 102.

1. The purpose of Barnet Mencap is to promote its charitable objectives so that it can respond to the needs of people with a learning disability and/or additional disabilities, their families and carers. Barnet Mencap operates in the London Borough of Barnet.
2. Barnet Mencap provides services and support for children and adults with learning disabilities and/or autistic people. These services include parenting programmes, advice and information for parent carers, and a leisure and learning project. It provides advice, information, support, housing, and outreach for adults. Barnet Mencap also supports people into paid jobs and training and increases public awareness and understanding of the problems and abilities of people with a learning disability and their families. Barnet Mencap has a project to help families plan for the future. There is support for autistic people at the Autism Hub, and a peer engagement project to help improve forensic services for people with learning disabilities.
3. Barnet Mencap's activities have been carried out to help meet the needs of people with a learning disability and their families for the public benefit. The trustees understand their responsibility to keep this public benefit central to the work and activities.
4. Children and adults with a learning disability and autistic people continue to face significant barriers to their full and equal participation in society. Poverty, discrimination, social isolation, and health inequalities are common and enduring features of their lives. Barnet Mencap's services are provided to increase opportunities for people to build on their strengths and support them to develop skills to be active citizens in their community. Through advice and information, staff support enables them to live as independently with as much control as possible.
5. Barnet Mencap employs staff to provide services and support, and funds its work through contracts, grants, and general fundraising. The organisation sets out its strategy in its Business Plan. It sees the rights of children and adults with a learning disability, autistic people, and their carers, as the starting point for recognizing the need for services and support. The strategy is to ensure that there is good early years support, both practical and emotional, to help children under five thrive, be healthy and be ready for school. Adults and older children with a learning disability need advice and information to make choices about what is important to them, to feel safe and to have good physical and mental health and quality of life.
6. Barnet Mencap works in partnership with statutory and other VCS (voluntary and community service) organisations to bring about strategic change.

Each Barnet Mencap project has a Development Plan which sets out aims that contribute to the long-term objectives and helps the organisation monitor progress, recognize its achievements, and respond where there are delays or obstacles to its strategy. Development Plans see success in terms of increasing the number of beneficiaries, their satisfaction, the quality of the services and support provided, and their effectiveness in promoting well-being and independence. These are monitored by the Board.

OBJECTIVES AND ACTIVITIES (continued)

7. Barnet Mencap ensures that it has sufficient staff and volunteers to provide support effectively, and that staff and volunteers have the training, supervision, and support to maintain and develop quality services.

Volunteers worked in the office and community services for adults and children in 2024-25. Measurement issues, including attributing an economic value to the contribution of general volunteers, prevent the inclusion of their contribution in the statement of financial activities.

ACHIEVEMENTS AND PERFORMANCE

In the year 2024-25, Barnet Mencap provided its core services:

- (a) support for disabled children and parent carers;
- (b) leisure and learning projects; advice, information, and guidance; employment support;
- (c) housing and support;
- (d) support for carers.
- (e) support for autistic adults

Please see the table overleaf.

BARNET MENCAP
(A Company Limited by Guarantee)
Trustees' Annual Report for year ended 31st March 2025

ACHIEVEMENTS AND PERFORMANCE (continued)

Inputs	Activities	Outputs	Outcomes	Impacts
£45,000	Information, Advice and Guidance for Parent Carers	Barnet Mencap continued to provide information, advice, and guidance for the parent carers of disabled children. The service is commissioned by Barnet Council. In 2024-25, the Children's Team worked with 368 parent carers and 402 children. Most of the children were aged 16 and under, a wide range of ethnicities, and 289 male children and 113 female children. The figures are higher again after a fall last year, with benefits continuing to be the main reason for referrals. Barnet Mencap re-established a separate Manager post for the Children's Team and was pleased to appoint Valerie Lam to it.	Parent carers will have the advice and information they need to support their child and maintain family life. They will feel confident that their child is able to thrive in education, socially and is healthy, and knows how to access the support they need.	Parents have improved economic circumstances, are supported with appeals and disputes, and are signposted to other services.
£40,000	Open Door	Open Door has again been funded by John Lyons. In 2024-25, 72 children under 5 took part in activities, with support and advice provided for their parent carers.	Disabled children and their siblings have taken part in activities.	
£26,500	Parenting Support	Over the year, staff ran the Family Links course for 107 parent carers, 17 more than in 2023-24, with high rates of satisfaction. Staff also provide dedicated slots where they can discuss issues with parent carers over the phone, through the Helpline. The Children's Team also runs E-PATS (Early Positive Approaches to Support) as part of the national random controlled trials. This has been extended until October 2026. Staff are also involved in forums to develop the Local Offer, the Special Educational Needs Partnership Board, and the Leading-Edge groups. The council has extended the contract for parenting support until March 2027, following a tender, but with a reduction of £10,000 p.a.	Parent carers learn skills that help them in their role and increase their knowledge. They are able to reflect on approaches to parenting	Parent carers feel more confident in their role and their ability to access support when they need it. They also develop connections with other parent carers and often sustain these after the course has ended.

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ACHIEVEMENTS AND PERFORMANCE (continued)

Inputs	Activities	Outputs	Outcomes	Impacts
£175,000	Leisure and Learning Projects	The Community Opportunities Project (COPS), which comprises Springboard and Fit2gether, facilitate leisure and learning projects and develops peer support as part of the Bright Futures contract. COPS supported 165 people during the year, 35 more than in 2023-24, and close to the numbers using the service before the COVID Pandemic. Swimming, Body fit, Pilates, and Dance are popular physical activities, but people can try martial arts, cycling, and heritage walks as well. There are Men's groups and Women's groups, while gardening, daysout, the cultural evenings, and weigh-less are very popular. Members are involved in planning the COPS Programme. There were 20 peer sessions – 7 last year – attended by 131 people, compared with 57 last year. COPS completed a project in partnership with the University of Hertfordshire. We hope to work with them again. The project has focused on creative ways to engage people with Learning Disabilities to get their views. The cost of living continues to be a concern. The Warm Centres is a project that has helped people with Learning Disabilities and their families, and is a local partnership led by CB Plus and funded by NAVCA. Barnet Mencap runs many of the activities at Station Road in Hendon, a base we share successfully with Age UK Barnet, and we have met to develop the working relationships between the teams.	People have had fun and learned skills. They report the benefits of meeting new people, feeling fitter and less isolated.	People have developed skills and relationships which have helped them to remain as independent as possible. People will have improved physical and mental health.

ACHIEVEMENTS AND PERFORMANCE (continued)

Inputs	Activities	Outputs	Outcomes	Impacts
		Raising awareness of the needs of people with learning disabilities and celebrating their contribution to communities is an important part of Barnet Mencap's mission. The programme of work continued and included sessions for Solace and Grief Encounter. 48 people have been involved in the Engagement initiatives.	Staff in mainstream services will have made reasonable adjustments	Mainstream services have a better understanding of people with a learning disability and autistic people, what is important to them, and the support they need. People with a learning disability or who are autistic directly deliver this message.
£689,000	Housing and Support	Equality Housing's Community Link workers provide support for tenants in their own homes, in the shared houses, and as part of the outreach service. There has been a slight increase in the number of clients supported, 79 this year compared to 76 last year. Staff also provide a housing management service for the three houses and collect rent. The team used the workbook to secure a slight increase in the contract value. The team has a new Deputy Manager and a Senior. The team has worked hard to attract new tenants. A lot has been done to improve recruitment and retention. The team is developing its model, offering more care, working earlier and later shifts, and at weekends. Equality Housing has confirmed its registration status with the CQC that staff do provide personal care. It has also been able to increase support hours for a lot of tenants who need more.	Tenants live as independently as possible in the community; they do this by learning and maintaining skills and taking opportunities to develop friendships and relationships through work and volunteering.	People benefit from having a secure home. They have the information and advice to make choices; to live valued lives in the community; to remain safe, healthy, and active; and to contribute to their communities.

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ACHIEVEMENTS AND PERFORMANCE (continued)

Inputs	Activities	Outputs	Outcomes	Impacts
£103,700	Autism Service	In April 2024, Barnet Mencap launched the Adults Autism Hub, and will work with Resources for Autism, which runs a Hub for children and their families. The number of people has remained high. A huge number were supported by the team. There was another increase in 2024-25, 320, compared with 310 the previous year. The team has worked hard to manage this high number of people. The team agreed with the commissioners to provide services, taking a co-production approach. The team works hard to facilitate mental health services and Talking Therapies. The Hub encourages the creativity of autistic people and means that they can co-produce future services. The contract with the ICB continues now until 2027. Barnet Mencap has continued to work with the council's Autism lead to implement the all-age Strategy. This includes more opportunities in housing, employment, and improving the Criminal Justice System for autistic people. Staff attended a workshop and met ICB Commissioners to explore how support could be offered to people with ADHD. The counselling service provided by Mind in Barnet, developed in partnership with Resources for Autism and Barnet Mencap, has been extended for another year.	Barnet Mencap is represented on the Autism Steering Group and the Leading-Edge Group (LEG). Recognising the needs of autistic people in the youth and Criminal Justice System (CJS) is a key strategic objective nationally and in Barnet.	All autistic people have a place that they can go to and have a chance to contribute to the success of the Hub.
£30,000	Hate Crime	The Safe Places scheme has 44 sites, new display stickers, funded by a new grant, and information for participants. The training programme helps to make links between combating hate crime and the violence against women and girls (VAWG) Strategy and the team has also delivered seven workshops to 128 people on scams and financial abuse. This work has now concluded. There was a long gap when the Co-Ordinator left and was not replaced until July 2024. Despite the hard work of the new Co-Ordinator, the Council stopped funding the project, and it has ended. Staff were busy during Hate Crime Week and have been active in the campaign to promote community cohesion in Barnet.	More residents understand how to report Hate Crimes and are confident to do so. Recognizing and responding to hate crime helps Barnet to have a safe and more coherent community	

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ACHIEVEMENTS AND PERFORMANCE (continued)

Inputs	Activities	Outputs	Outcomes	Impacts
£141,500	Working For You	Working for you saw 320 referrals, a significant increase from 231 in 2023-24. The team continues to advise people with learning disabilities and autistic people on their rights to benefits, to apply for a Freedom Pass or Blue Badge, and to signpost people to other appropriate services. The team has continued to staff a drop-in for people with learning disabilities in Primary Care Network (PCN) 3. It means people are offered advice and information while having their Annual Health check. The project has undoubtedly helped people who would not have otherwise known about Working for You.	People are given information about the services and support available.	More people with a learning disability and autistic people can make decisions about their lives and obtain the support they need.
£55,000	Project 300	The Project 300 Team continues to make regular phone calls and some visits to 249 people. Staff have attended Coffee Mornings in Station Road, where families come to listen to speakers and to share their experiences. Staff have undertaken pre-review work with people, identifying what is and is not working in their care package, and what needs to be in place to achieve their well-being outcomes. They have sent 61 reports to the Barnet Learning Disability Team, which completed the review process.	People feel supported and appreciate a point of contact who can link them to other services.	People benefit from sensitive, pro-active support that prevents their needs from increasing.
£55,000	Employment Service	The Employment Service secured 18 jobs for people with learning disabilities or who are autistic. This is another strong performance, with a target of 12 jobs. The coordinator has done a lot to promote Bright Futures, engage with employers and partners, and support 112 people referred to the project through the weekly Job Clubs. The coordinator has secured additional funding, for example, helping people find paid opportunities in the music industry. He has developed a working relationship with Boost and new partners like Arts Depot and Employability.	People have the support to apply for jobs and training.	More disabled people are economically active and inspire other people to work.

ACHIEVEMENTS AND PERFORMANCE (continued)

Barnet Mencap's Business Plan (2025-28) sets out what the organisation wants to achieve and how its work will make a difference to the lives of people with a learning disability and autistic people. Much of the work is funded through larger grants and contracts. Small amounts of money can have an impact, though, and help Barnet Mencap develop new projects. Barnet Mencap sets out its objectives for the year in the development plans.

- a) At the end of March, Barnet Mencap agreed to a new three-year Business Plan. This sets out what the organisation wants to achieve, how it will manage the risks which might affect progress, and the resources required. This point was addressed in more detail in the Funding Strategy, how Barnet Mencap hopes to re-secure contracts and grants, and where funding is needed for new areas of work. The plans are underpinned by a three-year Equalities, Diversity, and Inclusion (EDI) Action Plan.

Barnet Mencap was very pleased to be awarded the Bright Futures contract, which started in September 2024, but is disappointed to see that there is a £50,000 reduction in the annual funding each year. In addition, there is less money in the new Parenting Support contract. This is a worry. Local authorities do face huge financial pressures, but charities like Barnet Mencap cannot really absorb cuts on this scale, and they are keen to find new, additional sources of funding.

Barnet Mencap this year celebrates its 60th anniversary and has a programme of events to mark this milestone.

- b) The Project Support team carries out Barnet Mencap's business functions, including finance, training, communication, health and safety, and HR. In 2024-25, the team implemented the new Communications Strategy and appointed a new Communications Officer. There were other changes, with a new Finance Officer and a Project Support Officer.
- c) The whole of Barnet Mencap was deeply affected when Bhavini Ghaghda died in February after working many years for Barnet Mencap.
- d) There has been a Chief Operating Officer since March 2024, to replace the Deputy Chief Executive. The office at Hendon Lane was refurbished, painted, and had new carpets fitted.

The Project Support Team organized a Staff Away Day and facilitated a meeting for all staff four times per year. They conducted another Staff Wellbeing survey. One of the suggestions was for Barnet Mencap to have a Staff Forum. This has been set up and has continued, helping staff to raise any concerns, make proposals, and provide a good channel of communication for Barnet Mencap's staff and the leadership team.

Artificial Intelligence (AI) is having an enormous impact on all our lives. The Project Support Team has drafted a new policy for Barnet Mencap, so that the charity can make the most of the new opportunities and manage the risks.

Training has been provided to help staff better understand Charity Log and introduced Log My Care for the Equality Housing Team, electronic care management systems that will help staff work more effectively.

- e) The Fundraising Coordinator helped to bring in, or secure through long term grants, over £50,000 in 2024-25. This comes from grant applications or community activities. The Fundraising Coordinator applied successfully for grants to extend the Safe Places project and obtained a grant from Sport England to fund COPS' work. She organized a sponsored walk, and people with learning disabilities raised money for us. She has developed business partnerships and put out a press release to encourage new fundraising initiatives. There was a successful summertime ball held at Old Finchleians Club. Volunteers ran the Big Half Marathon for Barnet Mencap and secured a place in the London Marathon.

- f) Children and young people often have a long wait to get a diagnosis of autism. This can be a very stressful time for them, and their families. In 2024-25, NHS England funded Barnet Mencap to deliver a small but valuable project. Staff worked with twelve families and provided them with a Personal Health Budget. They used the money to pay for activities that would help them while they waited for a diagnosis
- g) Barnet Mencap chairs the Learning Disability Strategic Partnership group, which brings together people from the Voluntary and Community (VCS) and statutory sectors. Barnet Together continues to be an important forum that facilitates strong working relationships between all partners, and Barnet Mencap is an active member of the group.
- h) 44 Carers have had support from Rula, April 2024 – March 2025. At least 10 of the 44 carers have been triaged on to the other services after 'screening' for future planning. She helps families to understand the options and explains how people with learning disabilities and their carers can access the support they need. Working with the Barnet Learning Disability Service, the Carers Centre, Age UK Barnet, and others, the Caseworker supports individual families but also identifies what else carers need so that they feel well-supported in their role.
- i) In 2024-25, Barnet Mencap recruited and supported a Peer Engagement Worker. He work with people in forensic services to get their views about the services and how they can be improved. Staff support him to undertake work and travel to locations. It is an original model, and Barnet Mencap has enjoyed working with PSC, the Ideas Alliance, and the Mental Health Trust to learn lessons from the project and share them more widely.
- j) Partnerships are important to Barnet Mencap; working with other charities that have expertise in another field helps Barnet Mencap improve services and the lives of people with learning disabilities and their families. It has continued to strengthen its working relationship with PCN3 and Access, to improve the Bright Futures Service, CB Plus and partners to promote Warm Centres, and Brent Cross Shopping Centre.

As well as its work with other Voluntary and Community Sector (VCS) colleagues, Barnet Mencap works closely with the Barnet Learning Disability Service. The two organisations again hosted the My Health Matters event

- k) More formally, Barnet Mencap attends several Board meetings. It continues to use this opportunity to highlight the needs of children and adults with a learning disability and autistic people, and to work with mainstream organisations to address those needs. It now attends the Barnet Safeguarding Adults Board, the Safer Communities Board, the LeDer group, Barnet Together, and the SEND Board.
- l) Barnet Mencap has worked for a number of years to increase the take-up by people with learning disabilities of national cancer screening programmes. In 2024-25, staff worked with the Breast Screening Service at the Royal Free London NHS Foundation Trust on a new project. Staff developed an Easy Read booklet that helps women with learning disabilities, their friends and family to understand what happens if they need to be seen at the Assessment Clinic. It explains clearly what happens, and why, the role of staff in the clinic, the results, and how to access the clinic.
- m) Barnet Mencap has introduced Access Ava for families and staff to use in Barnet. The model has been developed by Access, and it will generate replies to questions about social care and health services, people's rights to services, templates to help them, and ways to get accurate and up-to-date information.
- n) COPs have developed their holiday programme. Over the years, staff have supported people to go to a range of destinations, for example, Bournemouth, Spain, and Edinburgh. The Team has learnt a lot and will be offering another programme in 2025-26, responding to the demand for holidays at a reasonable price.
- o) Barnet Mencap has developed its carbon reduction plan for 2025-26. The action taken included installing LED lighting and a VOIP telephone system in the office. Training has been provided for staff and clients to encourage recycling and reduce equipment running unnecessarily. More will be done in 2025-26 to understand how staff travel to work.

FINANCIAL REVIEW

Barnet Mencap had a reasonable year financially in 2024/25, finishing with a net in-year deficit of £7,721, although our unrestricted reserves reduced by £57,226 to £566,929. Of these unrestricted reserves, the Board has designated £166,176 for specific purposes leaving our usable reserves at a healthy £400,753.

Our total income in 2024/25 was £1,613,158, some £170,041 more than in 2023/24, while total expenditure was £1,624,990, some £185,118 more than in the previous year. Our major source of funding remains the London Borough of Barnet, mainly through contracts which accounted for 40.5% of our income, compared to 46.5% in 2023/24. We were pleased to retain our major contracts through tender awards in 2024/25 and during the new financial year, although as mentioned elsewhere in this Report, we were disappointed that the value of some contracts was reduced. The reduction in the percentage reflects increasing our income through other sources, particularly grants and a number of new partnership arrangements. The Charity maintains a close watch on opportunities to bid for further contracts and grants and continues to attract additional funding. Other than contracts and grants we have been seeking to increase our resources through fundraising, donations and/or sponsorship for specific projects, although donations were lower in 2024/25, presumably reflecting the higher cost of living.

Most of our expenditure relates to staffing costs. Including our National Insurance and pension contributions these totalled £1,152,095, some 73.4% of the total, an increase from 2024/25 in percentage terms from 72.8%. All staff received at least the London Living Wage in 2024/25, although the impact of the increase in the national insurance contributions we have to make has meant that we could no longer manage this in the new financial year. The market value of our investments increased by £4,111, and our in-year income from investment and interest increased by £3,902.

Barnet Mencap is in a reasonable financial position, but we remain concerned at the economic situation, which impacts our service users and staff directly as well as the organisation itself. Inflation has risen back to around 4%, double the Bank of England target of 2%, and energy prices look set to rise again. The Government will present its budget in November 2025 and once again it looks as though the public sector will face some reductions, and there has been little encouragement that there will be any much needed boost in expenditure on social care.

Reserves Policy

The Board determined last year that its level of unrestricted usable reserves should be set at six months' worth of annual unrestricted expenditure. As stated above our usable reserves stood at £400,753 at 31st March 2025 which falls above the policy requirement by around £20,000. The Board will continue to monitor this closely, including the further use of its reserves.

PRINCIPAL RISKS AND UNCERTAINTIES

Barnet Mencap has a Risk Register that helps to identify and manage principal risks and uncertainties that affect the charity in the past year these have included:

1. Funding and Budget Pressures

Barnet Mencap has faced significant budget pressures this year. Much of this comes from the financial strains affecting Barnet Council. It has led them to cut £50,000 per year from the new Bright Futures contract, and £10,000 from the Parenting Support contract.

The government has increased the National Insurance Contributions for employers, and this will cost Barnet Mencap an additional £30-40,000 per year.

In addition, it has been very difficult to fund the office space used by the Autism Hub, which had been rented to Royal Mencap. This is costing Barnet Mencap approximately £25,000 per year.

2. Managing the demand for support

Each of Barnet Mencap's teams has worked with more people this year. There has also been an increase in the complexity of people's needs and circumstances. When this is combined with reductions in funding, it risks putting more pressure on staff.

Barnet Mencap is looking at how it can best manage the demand for support, and the caseloads in the teams.

3. Care Quality Commission

In 2024-25, Barnet Mencap's registration with the Care Quality Commission (CQC) was at risk. There was a misunderstanding over whether the Equality Housing Team delivered personal care as part of the service. Once it was clarified that this was the case, the CQC fully restored Barnet Mencap's registration.

4. Hate Crime Project

Barnet Mencap has provided the Hate Crime Reporting Service since 2017. In that time, the coordinator has trained staff and residents, encouraging them to report hate crimes, supported the Hate Crime Centres, and led the programme for Hate Crime Week.

But despite the efforts of the new Coordinator Barnet Council decided to discontinue funding for the project, and it ended in April 2025.

5. Office

The landlords have decided to sell the offices at 35 Hendon Lane, but this is unlikely to affect Barnet Mencap's lease.

Barnet Mencap's lease at Station Road continues until January 2027. It hopes to extend the lease and has begun to discuss this with the Council.

PLANS FOR THE FUTURE

In March 2025, Barnet Mencap agreed to a new Business Plan, which sets out what the organisation wants to achieve over the next three years. There is a three-year Funding Strategy, which details how this work will be funded with a focus on addressing gaps, identifying new sources of money, and responding to the risks and funding challenges.

Barnet Mencap would like to undertake work around people with ADHD, alongside services at the Autism Hub. Staff would like to do more work in schools and help to support effective communication between staff in schools and family carers.

In 2025, Barnet Mencap is celebrating its 60th anniversary. This is an opportunity to reflect on what it has done to support children and adults with learning disabilities or who are autistic, and their families. It is important to recognize the achievement of the carers who set up the charity and provided the service for many years. Looking ahead, Barnet Mencap is keen to recruit more members, to enlist people who support its aims to join and play an active role in the future of the charity.

STRUCTURE, GOVERNANCE, MANAGEMENT

1. Barnet Mencap is a registered charity No. 1089388 and a company limited by guarantee No. 04274621. It is governed by Articles of Association and uses a Membership model.
2. There are six Trustees on the Board, who are also the Directors and two people were co-opted onto the Board in June 2025. The Board meets at least four times a year at Ordinary Trustee Meetings. It sets the strategic direction for the organisation and has the overall responsibility for the running of Barnet Mencap, which is delegated on a day-to-day operational basis to the Chief Executive, Ray Booth.
3. New directors follow a written Induction Policy. They have a mentor - an experienced director - and there is a training plan for the whole Board. Child Protection and Safeguarding Adults at Risk are compulsory courses.
4. In January 2025, the following roles were voted by the Board:
 - Chair of Trustees role was appointed to Sheila Oliver.
 - The Vice Chair role was appointed to Meg Kirk.
 - Treasurer role was appointed to Mike Wiffen.
 - Deputy Treasurer role was appointed to Haider Al-Eiden.
5. The Chief Executive has a Board approved annual "Key Objectives" document and has Quarterly Reviews with the Chair of Trustees to examine progress towards the annual objectives as well as challenge and support for his leadership of the organisation.
6. The agenda at each Ordinary Trustee Board meeting includes:
 - A report from the Chief Executive summarising key events, new developments, and progress regarding the annual Work Programme.
 - A finance report, prepared by the Treasurer, with an update on the budget position, reserves, investment news and consideration of financial risks. The Treasurer also prepares the annual accounts, which are presented to the Board for approval.
 - An HR report, with an update on policies and staffing issues, the Key Performance Indicators (KPIs), and improvements.
7. Barnet Mencap's two sub-committees (Human Resources and Finance) have the Board represented by a Quorum of two Directors, Senior Managers and the CEO in attendance.
8. Trustees meet with managers formally through Committees or informally at publicity or fundraising events for the charity.
9. The Board reviews how well it complies with the Charity Governance Code and, based on this, sets out areas for improvement in its work plan.
10. The Board makes decisions at each meeting based on reports from the Chief Executive and recommendations from the Finance Committee and HR Committee. The directors hear reports from a senior manager at the beginning of Ordinary Board meetings.

STRUCTURE, GOVERNANCE, MANAGEMENT (continued)

11. Governance is addressed continuously by working through the Charity Commission "Code Of Governance" and at an annual Trustee Away Day where the Chief Executive is invited to participate as Trustees review and develop the Business Plan.
12. The Board sets pay and remuneration following discussions and recommendations to the full Board at Ordinary Meetings by both sub-committees, for all paid staff each year. Pay was reviewed in 2024/25, and the new arrangements were in place for April 2025, along with a general pay increase.
13. Barnet Mencap continues to have a strong commitment to partnership working and will continue to look at external partnerships throughout 2025/26.

Barnet Mencap is an active member of Barnet Together, which was set up to coordinate the efforts of the voluntary sector in its efforts to support residents. Barnet Together has continued to meet over the years and has been a key driver to develop work with statutory services and across the Voluntary and Community Sector.

Locally, Barnet Mencap is part of the Learning Disability Strategic Partnership, and a member organisation of Healthwatch Barnet and continues to actively pursue tenders and contracts as a partner, where this will benefit children and adults with a learning disability and/or autistic people and family carers.

Statement of responsibilities of the trustees

The trustees (who are also directors of the charitable company for the purposes of company law) are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

STRUCTURE, GOVERNANCE, MANAGEMENT (continued)

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice 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 charity will continue in operation

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

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Trustees of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees at 31st March 2025 was six (2024: eight). The trustees are members of the charity, but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Statement as to disclosure to our auditors

In so far as the trustees are aware:

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

Auditors

Goldwins Limited were re-appointed as the auditors of the charitable company during the year and have expressed their willingness to continue in that capacity.

The trustees' annual report has been approved by the trustees on 14th October 2025 and signed on their behalf by:



Sheila Oliver, Chair of Trustees

Opinion

We have audited the financial statements of Barnet Mencap (the 'Charity') for the year ended 31 March 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of cash flows and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

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

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matter prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and

- the trustees' report (incorporating the directors' report) have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

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

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of the trustees

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

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

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.

- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

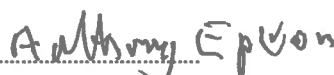
Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with

regulation. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities]. This description forms part of our auditor's report.

Use of our report

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


Anthony Epton (Senior Statutory Auditor)
for and on behalf of
Goldwins Limited
Statutory Auditor
Chartered Accountants
75 Maygrove Road
West Hampstead
London NW6 2EG

20 October 2025

Barnet Mencap Limited
Statement of Financial Activities
(incorporating an income and expenditure account)
For the year ended 31 March 2025

		Unrestricted £	Restricted £	2025 Total £	2024 Total £
	Note				
Income from:					
Donations, subscriptions and legacies	3	19,384	-	19,384	42,246
Charitable activities:	4				
Equality Housing		489,107	189,584	678,691	649,221
Community Services (Children)		1,260	152,735	153,995	157,148
Community Services (Adults)		141,337	260,998	402,335	297,388
Information & Advice Services		31,919	250,382	282,301	253,936
Employment Opportunities		2,736	58,636	61,372	32,000
Investment Income	5	15,080	-	15,080	11,178
Total income		700,823	912,335	1,613,158	1,443,117
Expenditure on:					
Raising funds	6	22,186	-	22,186	21,161
Charitable activities:	6				
Equality Housing		499,562	189,584	689,146	620,365
Community Services (Children)		9,103	152,735	161,838	199,488
Community Services (Adults)		73,810	260,998	334,808	343,840
Information & Advice Services		151,286	215,828	367,114	223,018
Employment Opportunities		6,213	43,685	49,898	32,000
Total expenditure		762,160	862,830	1,624,990	1,439,872
Net income / (expenditure) before net gains / (losses) on investments		(61,337)	49,505	(11,832)	3,245
Net gains / (losses) on investments		4,111		4,111	(3,666)
Net income / (expenditure) for the year		(57,226)	49,505	(7,721)	(421)
Transfers between funds		-	-	-	-
Net income / (expenditure) before other recognised gains and losses		(57,226)	49,505	(7,721)	(421)
Gains / (losses) on revaluation of fixed assets		-	-	-	-
Actuarial gains / (losses) on defined benefit pension schemes		-	-	-	-
Other gains / (losses)		-	-	-	-
Net movement in funds		(57,226)	49,505	(7,721)	(421)
Reconciliation of funds:					
Total funds brought forward		624,155	112,916	737,071	737,492
Total funds carried forward		566,929	162,421	729,350	737,071

All of the above results are derived from continuing activities.
There were no other recognised gains or losses other than those stated above.
The attached notes form part of these financial statements.

Barnet Mencap Limited
Balance Sheet
As at 31 March 2025

	Note	2025 £	2025 £	2024 £	2024 £
Fixed assets:					
Tangible assets	10		1,181		2,144
Investments	11		<u>166,957</u>		<u>162,846</u>
			168,138		164,990
Current assets:					
Debtors	12	132,977		81,591	
Cash at bank and in hand		<u>507,735</u>		<u>593,995</u>	
		640,712		675,586	
Liabilities:					
Creditors: amounts falling due within one year	13	<u>79,500</u>		<u>103,505</u>	
Net current assets / (liabilities)			<u>561,212</u>		<u>572,081</u>
Total assets less current liabilities			729,350		737,071
Total net assets / (liabilities)			<u>729,350</u>		<u>737,071</u>
Funds	15				
Restricted funds			162,421		112,916
Unrestricted funds:					
Designated funds		166,176		164,110	
General funds		<u>400,753</u>		<u>460,045</u>	
Total unrestricted funds			<u>566,929</u>		<u>624,155</u>
Total funds			<u>729,350</u>		<u>737,071</u>

The financial statements have been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

Approved by the trustees on 14 October 2025
and signed on their behalf by:

SR Oliver
Sheila Oliver
Chairman

M Wiffen
Mike Wiffen, BA(Hon) CPFA
Treasurer

Company Registration No. 4274621

The attached notes form part of the financial statements.

Barnet Mencap Limited
Statement of Cash Flows
For the year ended 31 March 2025

	Note	2025 £	2025 £	2024 £	2024 £
Net cash provided by / (used in) operating activities	16		(101,340)		23,678
Cash flows from investing activities:					
Interest/ rent/ dividends from investments		15,080		11,178	
Sale/ (purchase) of fixed assets					
Sale/ (purchase) of investments		-		-	
Cash provided by / (used in) investing activities			15,080		11,178
Cash flows from financing activities:					
Repayments of borrowing		-		-	
Cash inflows from new borrowing		-		-	
Receipt of endowment		-		-	
Cash provided by / (used in) financing activities			-		-
Change in cash and cash equivalents in the year		-	(86,260)		34,856
Cash and cash equivalents at the beginning of the year			593,995		559,139
Change in cash and cash equivalents due to exchange rate movements			-		-
Cash and cash equivalents at the end of the year	17		507,735		593,995

Barnet Mencap Limited
Notes to the financial statements
For the year ended 31 March 2025

1 Accounting policies

a) Basis of preparation

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

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

b) Going concern

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern. Key judgements that the charitable company has made which have a significant effect on the accounts include [estimating the liability from multi-year grant commitments]. The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

c) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred. Income received in advance for the provision of specified service is deferred until the criteria for income recognition are met.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

d) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised so refer to the trustees' annual report for more information about their contribution.

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

e) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

f) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

1 Accounting policies (continued)

g) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise of trading costs and the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- Expenditure on charitable activities includes the costs of delivering services, exhibitions and other educational activities undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

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

h) Allocation of support costs

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 Trusts artistic programmes and activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 7.

i) Operating leases

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

j) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £1,000. Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

Office Equipment	20%
Fixtures and fittings	20%
Personal Computer equipment	50%
Larger Computer equipment	25%

k) Investment properties

Investment properties are included in the balance sheet at fair value and are not depreciated. Any change in fair value is recognised in the statement of financial activities. The valuation method used to determine fair value will be stated in the notes to the accounts.

Listed investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. Any change in fair value will be recognised in the statement of financial activities.

l) Stocks

Stock is included at the lower of cost or net realisable value. Donated items of stock are recognised at fair value which is the amount the charity would have been willing to pay for the items on the open market.

m) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

n) Cash at bank and in hand

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

o) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

p) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

q) Pensions

Barnet Mencap provides a defined-contribution pension scheme through The People's Pension in line with the Government's auto-enrolment regulations.

Barnet Mencap Limited
Notes to the financial statements
For the year ended 31 March 2025

2 Detailed comparatives for the statement of financial activities

	2024 Unrestricted £	2024 Restricted £	2024 Total £
Income from:			
Donations, subscriptions and legacies	31,246	11,000	42,246
Charitable activities:			
Equality Housing	399,179	250,042	649,221
Community Services (Children)	5,524	151,624	157,148
Community Services (Adults)	82,640	214,748	297,388
Hub Services	79,489	174,447	253,936
Employment Opportunities		32,000	32,000
Investments	11,178		11,178
Total income	609,256	833,861	1,443,117
Expenditure on:			
Raising funds	21,161		21,161
Charitable activities:			
Equality Housing	376,606	243,759	620,365
Community Services (Children)	64,296	135,192	199,488
Community Services (Adults)	127,269	216,571	343,840
Hub Services	37,874	185,144	223,018
Employment Opportunities		32,000	32,000
Total expenditure	627,206	812,666	1,439,872
Net income / expenditure before gains / (losses) on investments	(17,950)	21,195	3,245
Net gains / (losses) on investments	(3,666)		(3,666)
Net income / expenditure	(21,616)	21,195	(421)
Transfers between funds			-
Net income / (expenditure) before other recognised gains and losses	(21,616)	21,195	(421)
Gains / (losses) on revaluation of fixed assets	-	-	-
Actuarial gains / (losses) on defined benefit pension scheme	-	-	-
Other gains / (losses)	-	-	-
Net movement in funds	(21,616)	21,195	(421)
Total funds brought forward	645,771	91,721	737,492
Total funds carried forward	624,155	112,916	737,071

Barnet Mencap Limited
Notes to the financial statements
For the year ended 31 March 2025

3 Income from donations and legacies

	Unrestricted	Restricted	2025 Total	2024 Total
	£	£	£	£
Gifts	8,029		8,029	29,463
Subscriptions	11,355		11,355	12,783
Legacies	-	-	-	-
	<u>19,384</u>	<u>-</u>	<u>19,384</u>	<u>42,246</u>

4 Income from charitable activities

	Unrestricted	Restricted	2025 Total	2024 Total
	£	£	£	£
Equality Housing				
London Borough of Barnet (LBB) Contracts		189,584	189,584	250,042
LBB Grant			-	-
Other Grants			-	-
Other income	489,107		489,107	399,179
Total for Equality Housing	<u>489,107</u>	<u>189,584</u>	<u>678,691</u>	<u>649,221</u>
Community Services (Children)				
LBB Contract		86,350	86,350	80,000
Other Contracts		26,385	26,385	-
LBB Grant			-	14,419
Other Grants		40,000	40,000	57,205
Other income	1,260		1,260	5,524
Total for Community Services (Children)	<u>1,260</u>	<u>152,735</u>	<u>153,995</u>	<u>157,148</u>
Community Services (Adults)				
LBB Contract		244,726	244,726	167,923
Other Contracts			-	4,949
LBB Grant			-	41,876
Other Grants		16,272	16,272	82,640
Other income	141,337		141,337	297,388
Total for Community Services (Adults)	<u>141,337</u>	<u>260,998</u>	<u>402,335</u>	<u>297,388</u>
Information & Advice Services				
LBB Contract		87,000	87,000	64,500
Other Contracts		116,400	116,400	115,000
LBB Grant		7,500	7,500	-
Other Grants	3,600	39,482	43,082	35,036
Other Income	28,319		28,319	39,400
Total for Hub Services	<u>31,919</u>	<u>250,382</u>	<u>282,301</u>	<u>253,936</u>
Employment Opportunities				
LBB Contract	-	38,636	38,636	32,000
Other Grants		20,000	20,000	-
Other Income	2,736		2,736	-
Total for Employment Opportunities	<u>2,736</u>	<u>58,636</u>	<u>61,372</u>	<u>32,000</u>
Total income from charitable activities	<u>666,359</u>	<u>912,335</u>	<u>1,578,694</u>	<u>1,389,693</u>

5 Income from investments

	Unrestricted	Restricted	2025 Total	2024 Total
	£	£	£	£
Bank interest	5,421	-	5,421	1,316
Investment income	9,659	-	9,659	9,862
	<u>15,080</u>	<u>-</u>	<u>15,080</u>	<u>11,178</u>

Barnet Mencap Limited
Notes to the financial statements
For the year ended 31 March 2025

6 Analysis of expenditure

	Basis of allocation	Cost of raising funds £	Charitable activities					Empl'ment Opps £	Support & Governance costs £	2025 Total £	2024 Total £
			Equality Housing £	Community Services (Children) £	Community Services (Adults) £	Information and Advice Services £					
Staffing	Direct	11,425	414,718	96,494	188,524	262,720	26,313		1,000,194	886,995	
Premises	Direct		47,607	536	3,998	402	3,686		56,229	62,681	
Supplies & Services	Direct	51	85,735	463	12,453	3,931	13,334		115,967	126,752	
Activities	Direct	192	1,550	3,887	44,905	-	-		50,534	33,888	
Sundries	Direct		734	1,120	302	1,013			3,169	6,080	
Support costs											
Management/Strategy	Time		37,594	15,933	28,062	21,694	1,772	105,055	105,055	85,390	
Finance	Time	2,319	9,576	7,333	12,472	13,546	1,281	46,527	46,527	39,369	
Human Resources	Staff Nos	2,321	6,166	4,835	7,435	8,631	500	29,888	29,888	20,807	
General Administration	Time/Staff	3,877	9,483	9,720	11,747	17,079	1,781	53,687	53,687	48,613	
Premises	Space	1,549	56,678	16,105	15,019	27,771	1,231	118,353	118,353	80,916	
Postage/Print/Stationery	Usage	38	4,150	1,106	2,585	2,901		10,780	10,780	10,327	
IT	Staff Nos	414	15,155	4,306	7,306	7,426		34,607	34,607	38,054	
			22,186	689,146	161,838	334,808	367,114	49,898	398,897	1,624,990	1,439,872
Support costs			-	-	-	-	-	(398,897)			
Total expenditure 2025											
			22,186	689,146	161,838	334,808	367,114	49,898	-	1,624,990	
Total expenditure 2024											
			21,161	620,365	199,488	343,840	223,018	32,000	-	1,439,872	

Of the total expenditure, £762,160 was unrestricted (2024: £627,206) and £862,830 was restricted (2024: £812,666).

Barnet Mencap Limited
Notes to the financial statements
For the year ended 31 March 2025

7 Net income / (expenditure) for the year

This is stated after charging / (crediting):	2025	2024
	£	£
Operating lease rentals:		
Property	65,000	65,000
Other equipment	-	-
Depreciation	963	2,651
Auditor's remuneration - Audit Fees	3,600	3,600

8 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:	2025	2024
	£	£
Salaries and wages	1,043,746	953,112
Social security costs	87,981	73,946
Employer's contribution to defined contribution pension schemes	20,368	20,568
Redundancy and Termination costs	-	-
	1,152,095	1,047,626

No employees received employee benefits (excluding employer pension) totalling £60,000 or above during the year.
(2024 Nil)

The total employee benefits including pension contributions of the key management personnel were £251,826
(2024: £195,189).

The charity trustees were not paid nor received any other benefits from employment with the Trust in the year (2024: £nil). No trustees were reimbursed expenses during the year (2024: £Nil). No charity trustee received payment for professional or other services supplied to the charity (2024: £Nil).

Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2025	2024
	No.	No.
Charitable activities:-		
Equality Housing	26	20
Community Services (Children)	8	14
Community Services (Adults)	9	8
Information and Advice Services	11	13
Employment Opportunities	2	1
Support	7	8
	63	64

9 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

Barnet Mencap Limited
Notes to the financial statements
For the year ended 31 March 2025

10	Tangible fixed assets			2025	2024
		Office Equipment	Other Furn & Equipment	Total	Total
		£	£	£	£
	Cost				
	At the start of the year	50,551	28,849	79,400	79,400
	Additions in year			-	-
	Disposals in year			-	-
	At the end of the year	<u>50,551</u>	<u>28,849</u>	<u>79,400</u>	<u>79,400</u>
				-	-
	Depreciation				
	At the start of the year	50,506	26,750	77,256	74,605
	Charge for the year		963	963	2,651
	Eliminated on disposal			-	-
	At the end of the year	<u>50,506</u>	<u>27,713</u>	<u>78,219</u>	<u>77,256</u>
	Net book value				
	At the end of the year	<u>45</u>	<u>1,136</u>	<u>1,181</u>	<u>2,144</u>
	At the start of the year	<u>45</u>	<u>2,099</u>	<u>2,144</u>	<u>4,795</u>

All of the above assets are used for charitable purposes.

11	Investments	2025	2024
		£	£
	Investments at fair value:		
	Investment funds	<u>166,957</u>	<u>162,846</u>
		<u>166,957</u>	<u>162,846</u>
	Movements		
	Market value at the start of the year	162,846	166,512
	Additions at cost		-
	Disposals at carrying value		-
	Net gain / (loss) on revaluation	4,111	(3,666)
	Market value at the end of the year	<u>166,957</u>	<u>162,846</u>
	 The following holdings constituted 5% or more of the total portfolio:		
	6,556.308 units in Charifund	59.62%	58.62%
	28,310.388 units in Charibond	18.27%	19.20%
	30,640.000 units in Charities Properties Fund	22.11%	22.18%

Barnet Mencap Limited
Notes to the financial statements
For the year ended 31 March 2025

12	Debtors	2025 £	2024 £
	Trade and other debtors	104,592	57,792
	Prepayments	28,385	23,799
		<u>132,977</u>	<u>81,591</u>

13	Creditors: amounts falling due within one year	2025 £	2024 £
	Trade and other creditors		12,353
	Taxation and social security	20,713	23,441
	Accruals	58,787	54,154
	Deferred income		13,557
		<u>79,500</u>	<u>103,505</u>

Deferred income	2025 £	2024 £
Balance at the beginning of the year	13,557	35,070
Amount released to income in the year	(13,557)	(35,070)
Amount deferred in the year		13,557
Balance at the end of the year		<u>13,557</u>

14	Analysis of net assets between funds (as at 31 March 2025)	General unrestricted £	Designated £	Restricted £	Total funds £
	Tangible fixed assets	1,183			1,183
	Investments	166,957			166,957
	Net current assets	232,613	166,176	162,421	561,210
	Net assets at the end of the year	<u>400,753</u>	<u>166,176</u>	<u>162,421</u>	<u>729,350</u>

Analysis of net assets between funds (previous year for comparison)	General unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	2,144			2,144
Investments	162,846			162,846
Net current assets	295,055	164,110	112,916	572,081
Net assets at the end of the year	<u>460,045</u>	<u>164,110</u>	<u>112,916</u>	<u>737,071</u>

Barnet Mencap Limited
Notes to the financial statements
For the year ended 31 March 2025

15 Movements in funds

	At 1 April 2024 £	Income £	Expenditure £	Transfers £	2025 £
Restricted funds:					
LBB COPS/Ronak	139				139
LDDF Carers Sub-Group	1,796		1,796		-
MOPAC - Hate Crime	25,600	30,000	28,683		26,918
Royal Mencap Society EPATS	18,174	26,385	11,831		32,728
LBB - Covid-19	44,476		3,388		41,088
John Lyons Charity - Open Door	6,285	40,000	22,164		24,121
Young Barnet Foundation - Warm Spaces	403	7,500	6,843		1,061
National Lottery - Carers and core costs	6,043	58,846	54,897		9,992
Baily Thomas - core costs -	5,000		5,000		-
Screwfix Foundation shared houses	5,000		5,000		-
DWP - Access to Work		15,886	13,023		2,863
University of Hertfordshire - CLAPS		8,772	8,772		-
Peer Engagement		9,999	7,869		2,130
Clothworkers Grant		3,600	1,535		2,065
Public Health - Cancer Awareness		7,000	2,634		4,366
Actionfunder Employment Project		10,000	3,799		6,201
Sound Hub Project		10,000	1,250		8,750
Other Restricted Funds	-	684,347	684,347		-
Total Restricted funds	112,916	912,335	862,830	-	162,421
Unrestricted funds:					
Designated funds:					
Office Rent/Dilapidations Reserve	110,000			10,000	120,000
Community Service Fund (Welfare)	522		144		378
Equality Housing - Shared Houses					
Maintenance & Refurbishment	17,403				17,403
Voids	17,035				17,035
NNLS - Autism Project	4,525				4,525
Hendon Lane - Improvements Fund	3,625				3,625
Recruitment & Retention initiatives	11,000		7,790		3,210
Total Designated funds	164,110	-	7,934	10,000	166,176
General funds	460,045	704,934	754,226	(10,000)	400,753
Total unrestricted funds	624,155	704,934	762,160	-	566,929
Total funds	737,071	1,617,269	1,624,990	-	729,350

Barnet Mencap Limited
Notes to the financial statements
For the year ended 31 March 2025

Movements in funds
(previous year for comparison)

	At 1 April 2023 £	Income £	Expenditure £	Transfers £	At 31 March 2024 £
Restricted funds:					
LBB COPS/Ronak	139		-		139
LDDF Carers Sub-Group	1,796				1,796
MOPAC - Hate Crime	20,097	30,000	24,497		25,600
Royal Mencap Society EPATS	11,984	18,205	12,015		18,174
LBB - Covid 19	44,542		66		44,476
John Lyons Charity - Open Door	6,541	35,000	35,256		6,285
Young Barnet Foundation - Warm Spaces	5,461	1,000	6,058		403
Univ Coll Hosp - Cancer Screening	1,161	-	1,161		-
National Lottery - Carers and Core Costs		59,690	53,647		6,043
University of Hertfordshire - CLAPS		996	996		-
DWP - Access to Work		4,156	4,156		-
Baily Thomas - core costs		5,000			5,000
BKL Foundation - Holidays		5,000	5,000		-
Screwfix Foundation - Shared Houses		5,000			5,000
Percy Bilton - Station Road		6,336	6,336		-
Other Restricted Funds	-	663,478	663,478		-
Total Restricted funds	91,721	833,861	812,666	-	112,916
Unrestricted funds:					
Designated funds:					
Office Rent/Dilapidations Reserve	100,000	-	-	10,000	110,000
Community Service Fund (Welfare)	522	-	-	-	522
Equality Housing - Shared Houses				-	
Maintenance & Refurbishment	17,403	-	-		17,403
Voids	17,035	-	-		17,035
NNLS - Autism Project	4,525				4,525
Hendon Lane Office - improvement fund	10,000		6,375		3,625
Recruitment & Retention Initiatives	20,000		9,000		11,000
Total Designated funds	169,485	-	15,375	10,000	164,110
General funds	476,286	609,256	615,497	(10,000)	460,045
Total unrestricted funds	645,771	609,256	630,872	-	624,155
Total funds	737,492	1,443,117	1,443,538	-	737,071

Barnet Mencap Limited
Notes to the financial statements
For the year ended 31 March 2025

Purposes of restricted funds

The COPS Ronak Project Reserve Fund is for the purpose of continuing Project activities.

The Hate Crime Reserve Fund is for increasing awareness of hate crime.

The Royal Mencap Society EPATS Fund is to support parents of children with special needs.

LBB Covid-19 is for costs arising from the pandemic

Baily Thomas grant was towards core costs

John Lyons Charity Open Door is to support parents and carers of young children

Young Barnet Foundation Warm Spaces was to protect the vulnerable in cold weather

National Lottery is a grant towards Carers Support and Office Support

DWP - Access to Work is to support employees with special needs

Screwfix Foundation is for improved facilities in the shared houses

Peer Engagement is a project to improve the forensic services for people with a learning disability

Clothworkers Grant will be used for furniture and equipment in the Autism Hub

Public Health Cancer Awareness support for people with learning disabilities

Actionfunder Employment Grant is increasing employment opportunities for people with learning disabilities or are autistic

Soundhub Project is increasing opportunities in the creative industries for people with learning disabilities or who are autistic

Purposes of designated funds

The Office Rent/Dilapidation Reserve Fund is for potential commitments arising under the Office Lease

The Community Service Fund (Welfare) is for special items to support individuals or families lacking other sources.

The Equality Housing-Shared Housing Reserve Funds are for improvements to the Houses and excessive voids

NNLS Autism Project is funding from the New North London Synagogue for those with autism.

Hendon Lane improvement fund is to enhance the office environment

Recruitment and Retention for initiatives to improve and encourage respectively

16 Reconciliation of net income / (expenditure) to net cash flow from operating activities

	2025	2024
	£	£
Net income / (expenditure) for the reporting period	(7,721)	(421)
(as per the statement of financial activities)		
Depreciation	963	2,651
Interest, rent and dividends from investments	(15,080)	(11,178)
(Gains)/ losses on investments	(4,111)	3,666
(Increase)/ decrease in debtors	(51,386)	27,732
Increase/ (decrease) in creditors	(24,005)	1,228
Net cash provided by / (used in) operating activities	(101,340)	23,678

Barnet Mencap Limited
Notes to the financial statements
For the year ended 31 March 2025

17 Analysis of cash and cash equivalents

	At 1 April 2024	Cash flows	Other changes	At 31 Mar 2025
	£	£	£	£
Cash at bank and in hand	593,995	(86,260)		507,735
Deposits (less than three months)				-
Total cash and cash equivalents	593,995	(86,260)	-	507,735

18 Operating lease commitments

Total future minimum lease payments under non-cancellable operating leases are as follows:

	Property 2025	2024
	£	£
Less than 1 year	65,000	65,000
1 - 5 years	260,000	260,000
	325,000	325,000

19 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. Each member is liable to contribute a sum not exceeding £1 in the event of the charity being wound up.

20 Related party transactions

During the year there were related parties transactions as follows:

Name of Key Management Personnel: Samantha Bishop

Gary Bishop (Husband of Samantha Bishop) provided gardening and clearance work to the charity in the amount of £1,350 (2024 £280).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties

BARNET MENCAP

England & Wales - Charity number 1089388

Accounts

Report and Financial Statements

For the year ended 31st March 2024

Barnet Mencap

A company Limited by Guarantee

Charity number 1089388

Company number 04274621

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Legal and Administrative Details for the Year Ended 31st March 2024

Registered as a company limited by guarantee (No. 04274621) on 21 August 2001, and as a charity (No.1089388) on 19 November 2001.

Barnet Mencap took over the activities of the Borough of Barnet Society for Mentally Handicapped Children and Adults (charity number 245086) on 1 April 2003.

The Directors are Trustees for the purposes of Charity Law.

In the event of the company being wound up, the liability of Members is limited to £1 per member of the company.

Charity Number 1089388

Company Number 04274621

**Registered Office
and Business Address** 35 Hendon Lane
Finchley
London
N3 1RT

Board of Directors	Sheila Oliver	Chair
	Kate Tokley	Vice Chair
	Mike Wiffen	Honorary Treasurer
	Prithma Athwal-Shah	
	Meg Kirk	
	Faib Riley	Resigned 31 st July 2024
	Papiya Chatterjee	
	Emmet Giltrap	Resigned 31 st July 2024

Chief Executive Ray Booth

Company Secretary Ray Booth

Bankers CAF Bank Ltd
25 Kings Hill Avenue
Kings Hill
West Malling
Kent ME19 4JQ

Auditors: Goldwins Limited
75 Maygrove Road
West Hampstead
London NW6 2EG

Chair's Report

I am very pleased to have been re-elected as Chair this year and to continue working with the Board, our CEO and his staff and volunteers to deliver services which aim to improve the lives of People with Learning Disabilities, People with Autism, and their families and carers. I am particularly grateful to Kate Tokley who acted as Chair for 6 months of the year when I was seriously ill.

During the year the Board has worked together to deliver our Development Plan. We have continued to review how resources are used - ensuring they meet our priorities – focusing on ensuring we can recruit and retain our workforce. We have implemented a new management structure to support Barnet Mencap into the future. Our new Communications Strategy has also been rolled out with new ways of engaging with our service users and other stakeholders.

I am pleased to report that financially we have closed the year in a strong position. This was due to working positively with our Local Authority partners who value the services we provide, our fundraising Co-Ordinator helping to secure over £20,000 in long-term grants and overall sound financial management. This has made it possible to designate some of our reserves for specific projects - including kickstarting the Autism Hub and supporting increments and other pay increases to retain our staff where possible, and recruit where needed.

I am proud that Barnet Mencap continues to provide services which help our service users and their families to live their best lives. These range from early intervention for the parents of the youngest, through to providing activities which meet the needs and wishes of adults, help them gain employment and support them to maintain their homes. Feedback from our service users shows how much these services are valued.

We live in a complicated world, so working in Partnership with others continues to be important – during the year we continued work with Age UK in the shared premises at Station Road, with Barnet Carers Centre and developed new projects with Mind in Barnet and the Primary Care Network.

As Chair I am enormously proud of the services Barnet Mencap has provided over the past year and look forward to our Board continuing to work with our CEO and staff team to provide the best possible services and create a sustainable future for the benefit of all our stakeholders as we develop our Business Plans for the future.



Sheila Oliver

Chair of Trustees

OBJECTIVES AND ACTIVITIES

The trustees, who are also directors under company law, present their report and financial statements for the year ended 31 March 2024

The trustees confirm that the financial statements comply with current statutory requirements, the Memorandum and Articles of Association and the Statement of Recommended Practice- Accounting and Reporting by Charities SORP, applicable to charities preparing their accounts in accordance with FRS 102.

1. The purpose of Barnet Mencap is to promote its charitable objectives so that it can respond to the needs of people with a learning disability and/or additional disabilities, their families and carers. Barnet Mencap operates in the London Borough of Barnet.
2. Barnet Mencap provides services and support for children and adults with learning disabilities and/or autistic people. These services include parenting programmes, advice and information for parent carers, short breaks for children and adults and a leisure and learning project. It provides advice, information, support, housing and outreach for adults. Barnet Mencap also supports people into paid jobs and training, and to increase public awareness and understanding of the problems and abilities of people with a learning disability and their families. Barnet Mencap has a project to increase the reporting of hate crimes and a new project to help families plan for the future. There is a pre-assessment screening programme and support for autistic people.
3. Barnet Mencap's activities have been carried out to help meet the needs of people with a learning disability and their families for the public benefit. The trustees understand their responsibility to keep this public benefit central to the work and activities.
4. Children and adults with a learning disability and autistic people continue to face significant barriers to their full and equal participation in society. Poverty, discrimination, social isolation and health inequalities are common and enduring features of their lives. Barnet Mencap's services are provided to increase opportunities for people to build on their strengths, and support them to develop skills to be active citizens in their community. Through advice and information, staff support enables them to live as independently with as much control as possible.
5. Barnet Mencap employs staff to provide services and support, and funds its work through contracts, grants and general fundraising. The organisation sets out its strategy in its Business Plan. It sees the rights of children and adults with a learning disability, autistic people, and their carers, as the starting point for recognising the need for services and support. The strategy is to ensure that there is good early years support, both practical and emotional, to help children under five thrive, be healthy and be ready for school. Adults and older children with a learning disability need advice and information to make choices about what is important to them, to feel safe and to have good physical and mental health and quality of life.
6. Barnet Mencap works in partnership with statutory and other VCS (voluntary and community service organisations) to bring about strategic change.

Each Barnet Mencap project has a Development Plan which sets out aims that contribute to the long term objectives and helps the organisation monitor progress, recognise its achievements, and respond where there are delays or obstacles to its strategy. Development Plans see success in terms of increasing the number of beneficiaries, their satisfaction, the quality of the services and support provided, and their effectiveness in promoting well-being and independence. These are monitored by the Board.

OBJECTIVES AND ACTIVITIES (continued)

7. Barnet Mencap ensures that it has sufficient staff and volunteers to provide support effectively, and that staff and volunteers have the training, supervision and support to maintain and develop quality services.

Volunteers worked in the office and community services for adults and children in 2023-24. Measurement issues, including attributing an economic value to the contribution of general volunteers, prevent the inclusion of their contribution in the statement of financial activities.

ACHIEVEMENTS AND PERFORMANCE

In the year 2023-24 Barnet Mencap provided its core services:

- (a) support for disabled children and parent carers;
- (b) leisure and learning projects; advice, information and guidance; employment support;
- (c) housing and support;
- (d) short breaks for children with a learning disability.
- (e) support for autistic adults

Please see table overleaf.

ACHIEVEMENTS AND PERFORMANCE (continued)

Inputs	Activities	Outputs	Outcomes	Impacts
£45,000	Information, Advice and Guidance for Parent Carers	Barnet Mencap started a new contract to provide information, advice and guidance for the parent carers of disabled children; as well as workshops. The service is commissioned by Barnet council. In 2023-24 there was a reduction in the number of families supported by Barnet Mencap. The children's team worked with 359 children and 350 family carers, 55 fewer than the previous year. Referrals come from a wide range of sources and staff assist parent carers to apply for benefits, Blue Badges and with issues in school and at home. The contract has a target to support 420 families per annum, double the previous target, and the performance data falls a little short of this. Open Door supports the families of disabled children under five. This includes activities for children and support for parent carers to navigate the health care, education system, and welfare benefits.	Parent carers will have the advice and information they need to support their child and maintain family life. They will feel confident that their child is able to thrive in education, socially and are healthy, and know how to access the support they need.	Parents have improved economic circumstances, are supported with appeals and disputes and are signposted to other services.
£35,000	Parenting Support	Over the year, staff ran parenting programmes online but also continued face to face courses. 90 parents were supported by the parenting project. This is 1 more than 2022-23. The staff run two programmes, Family Links and E-Pats (Early Positive Approaches to Support). The team ran courses as part of the national random controlled trials. Staff supported parent carers over the phone who were struggling to manage at home. Staff are also involved in forums to develop the Local Offer and the Special Educational Needs Partnership Board and the Leading Edge groups. The council has extended the contract for parenting support until March 2025, while it reviews parenting programmes across Barnet.	Parent carers learn skills that help them in their role and increase their Knowledge. They are able to reflect on approaches to parenting	Parent carers feel more confident in their role and their ability to access support when they need it. They also develop connections with other parent carers, and often sustain these after the course has ended.

ACHIEVEMENTS AND PERFORMANCE (continued)

Inputs	Activities	Outputs	Outcomes	Impacts
£46,000	Short Breaks for Children and Young People	Take a Break (TAB) provides short breaks for disabled children and their families. The breaks take place in the community or the family home. The TAB provided a service for 43 disabled children, slightly more than in 2023. It has been another difficult year. It has not been easy to recruit and retain staff for the times they are needed. Because of this, staff have struggled to make the Service financially viable. The needs of children have increased and Take a Break (TAB) has found it too hard to train and support the skilled workforce necessary for an effective service. After discussion with the commissioners, Barnet Mencap therefore reluctantly decided to stop providing short breaks from May 2024. It is working with families, commissioners and children's social care, to ensure that families who want ongoing breaks can transfer to alternative providers.	Children develop new interests; parents get a short break from their caring responsibilities.	Children have opportunities to develop skills, make friends and have fun. Parent carers are able to have time for themselves in a way that best suits them

ACHIEVEMENTS AND PERFORMANCE (continued)

Inputs	Activities	Outputs	Outcomes	Impacts
£134,000	Leisure and Learning Projects	The Community Opportunities Project (COPs), which comprises Springboard and Fit2gether, facilitate leisure and learning projects and develops peer support as part of the Bright Futures contract. COPS provided support for 132 people during the year, an increase since 2022-23 and close to the figure of 128 the previous year. Activities included gardening, cultural evenings, meals, day trips, men's and women's groups. Swimming, Yoga and Pilates. There were 7 peer support groups attended by 57 people. COPS has entered into a partnership with the University of Hertfordshire. The new project has focused on creative ways to engage people with Learning Disabilities to get their views. Staff take part in the Disability Sports Forum. Warm Spaces is a project that has helped people with Learning Disabilities and their families to deal with high fuel bills and the cost-of-living crisis. COPS appointed a new Deputy Manager after the previous Deputy had a long period of sickness. The Manager too was unwell, but is now back from sick leave. Many of the activities are held at Station Road in Hendon, a base we share successfully with Age UK Barnet.	People have had fun and learnt skills. They report the benefits of meeting new people, feeling fitter and less isolated.	People have developed skills and relationships which have helped them to remain as independent as possible. People will have improved physical and mental health.

ACHIEVEMENTS AND PERFORMANCE (continued)

Inputs	Activities	Outputs	Outcomes	Impacts
		Raising awareness of the needs of people with learning disabilities and celebrating their contribution to communities is an important part of Barnet Mencap's mission. The programme of work continued and included sessions for Middlesex Association for the Blind, Victim Support, the Arts Depot, Feast, Saracens and at Shopping Centres. 20 people have been involved in the Engagement initiatives.	Staff in mainstream services will have made reasonable adjustments	Mainstream services have a better understanding of people with a learning disability and autistic people, what is important to them and the support they need. People with a learning disability directly deliver this message.
£342,000	Housing and Support	Equality Housing's Community Link workers provide support for tenants in their own homes, in the shared houses, and as part of the outreach service. There has been a slight increase in the number of clients supported, 76 this year compared to 74 last year. Staff also provide a housing management service for the three houses and collect rents. The team has worked hard to attract new tenants. There has been staff turnover and long-term sickness to manage. A lot has been done to improve recruitment and retention. The service will reactivate its CQC registration after a dormant period when staff will again provide personal care. Lucy Clifford was the manager of the service but has been replaced by Beth Salmon, and Lucy took on new projects for Barnet Mencap.	Tenants live as independently as possible in the community; they do this by learning and maintaining skills, and taking opportunities to develop friendships and relationships through work and volunteering.	People benefit from having a secure home. They have the information and advice to make choices; to live valued lives in the community; to remain safe, healthy and active; and to contribute to their communities.

ACHIEVEMENTS AND PERFORMANCE (continued)

Inputs	Activities	Outputs	Outcomes	Impacts
£96,400	Autism Service	The Autism Service can see people in-person or online. The number of people has remained high. A huge number of people were supported by the team, 310, compared with 285 the previous year. This sustained increase in numbers has put pressure on the team and there is a long wait for Autism screening. Staff have new referral routes to Camden and Islington Mental Health Trust. The team agreed with commissioners, not to undertake screening but to provide services instead. The team works hard to facilitate mental health services and people's needs are increasingly complex. The risks for autistic people are included in the suicide Prevention Strategy. Barnet Mencap has continued to work with the council's Autism lead to implement the all-age Strategy. This includes more opportunities in housing, employment and improving the Criminal Justice System for autistic people There is a new counselling service provided by Mind in Barnet, developed in partnership with Resources for Autism and Barnet Mencap.	Barnet Mencap is represented on the Autism Steering Group and the Leading-Edge Group (LEG). Recognising the needs of autistic people in the youth and Criminal Justice System (CJS) is a key strategic objective nationally and in Barnet.	All autistic people have a place that they can go to, and have a chance to contribute to the success of the Hub.
£30,000	Hate Crime	The Hate Crime Reporting coordinator continued to run training and workshops across the borough. The Safe Places scheme has more sites, new display stickers, funded by a new grant and information for participants funded by a new grant. Hate Crime Week was affected by events in Israel and Gaza and all street activities were cancelled due to safety reasons. There is a new training programme helping to make links between combating hate crime and the violence against women and girls (VAWG) Strategy The team has also delivered workshops on scams and financial abuse. In December though the coordinator left. We will recruit a replacement.	More local residents understand how to report Hate Crimes and are confident to do so.	Recognising and responding to hate crime helps Barnet to have a safe and more coherent community

ACHIEVEMENTS AND PERFORMANCE (continued)

Inputs	Activities	Outputs	Outcomes	Impacts
£134,000	Working For You	Working for you saw 231 referrals, a slight increase after a significant rise in 2023. The team continues to advise people with learning disabilities and autistic people on their rights to benefits, to apply for Freedom Pass or Blue Badge, and to signpost people to other appropriate services. The team has a new coordinator. From February 2023, the team has helped to staff a drop-in for people with learning disabilities in Primary Care Network (PCN) 3. It means people are offered advice and information while having their Annual Health check.	People are given information about the services and support available.	More people with a learning disability and autistic people can make decisions about their lives and obtain the support they need.
£65,000	Project 300	The Project 300 Team continues to make regular phone calls and visits 242 people. Staff have attended Coffee Mornings in Station Road where families come to listen to speakers and to share their experiences. Staff are undertaking pre-review work with people, identifying what is and isn't working in their care package, and what needs to be in place to achieve their well-being outcomes.	People feel supported and appreciate a point of contact, who can link them to other services.	People benefit from sensitive, pro-active support that prevents their needs increasing.
£32,000	Employment Service	The Employment Service secured 16 jobs for people with learning disabilities or who are autistic. This is another strong performance. The new caseworker has done a lot to promote Bright Futures, engage with employers and partners, and to support 73 people through the weekly Job Club or to develop CVs and there is very positive feedback from them that attests to the high rate of satisfaction with the Employment service. The caseworker, and members of the Job Club spoke at the All-Party Parliamentary Group, at the invitation of Royal Mencap, to promote what people with a learning disability can achieve when they have a job.	People have the support to apply for jobs and training.	More disabled people are economically active, and inspire other people to work.

ACHIEVEMENTS AND PERFORMANCE (continued)

Barnet Mencap's Business Plan (2022- 25) set out what the organisation wants to achieve and how its work will make a difference to the lives of people with a learning disability and autistic people. Much of the work is funded through larger grants and contracts. Small amounts of money can have an impact, though, and help Barnet Mencap to develop new projects. Barnet Mencap sets out its objectives for the year in the development plans.

- a) The Project Support team carries out Barnet Mencaps business functions, including finance, training, communication, health and safety, and HR. In 2023-24, the team reviewed the salary scales and helped Barnet Mencap to again pay more, and support staff well-being. It implemented the new Communications Strategy and helped to oversee a significant management re-structure. This included James Wheatley's departure, after working for more than 12 years in the Project Support team. Barnet Mencap added a new Project manager post. There is a new Chief Operating Officer, since March 2024, to replace the Deputy Chief Executive. Parts of the office at Hendon Lane were refurbished and disputes at Station Road - over the boiler, water supply, and the electricity account - were resolved.

The team has developed new Easy Read materials. It has produced leaflets to advise about emergencies - extreme heat or cold, power failures, and emergency preparedness kits. They did a version of the Mental Health Charter in Easy Read and are helping with communications at St Mary's Church.

- b) The Fundraising Coordinator helped to bring in, or secure through long term grants, over £200,000 , as well as donations of devices, gift vouchers, food, and more in 2023-24. This comes from grant applications or community activities.
- c) There was a successful summertime event held at Station Road. Volunteers ran the Royal Parks Half Marathon for Barnet Mencap and secured a place for the London Marathon
- d) Barnet Mencap secured funding to better understand the risks of dementia for people with Learning disabilities and their carers. It reported on the pathways for people to get a diagnosis of dementia. Staff worked closely on the project with Age UK Barnet and Barnet Carers' Centre, and shared their report widely across the borough. A growing number of people supported by Barnet Mencap are being diagnosed as having dementia.
- e) Barnet Mencap takes a lead in promoting collaborative working in the borough, it chairs the Learning Disability Strategic Partnership group, which brings together people from the Voluntary and Community (VCS) and statutory sectors. Barnet Together continues to be an important forum that facilitates strong working relationships between all partners.
- f) Barnet Mencap has long been aware of a gap in support for people with a learning disability and their families. Planning for the future, and a time when family carers can no longer continue in that role, is a long and complex process. There is now a new project, funded for three years by the Community Fund, to address this. In July, a carers caseworker started work, and will help people to decide where they will live, how they will be supported, and how this will be funded. The staff will guide people through this process and facilitate it happening in a timely way. There is a new steering group to oversee the project and support its aims.
- g) People with a learning disability or who are autistic will sometimes need forensic services. Barnet Mencap is now working on a small project that could have an impact in improving forensic support. They will employ peer-engagement workers, who will be based with the Mental Health Trust, and work with their staff to get feedback from patients.
- h) Partnerships are important to Barnet Mencap, working with other charities, that have expertise in another field, helps Barnet Mencap improve services and the lives of people with

ACHIEVEMENTS AND PERFORMANCE (continued)

a learning disability and their families. It has continued to strengthen its working relationship with Barnet Carers' Centre and worked with Mind in Barnet and Resources for Autism to address the mental health needs of autistic people. Staff spoke about the issues on World Mental Health Day.

As well as its work with other Voluntary and Community Sector (VCS) colleagues, Barnet Mencap works closely with the Barnet Learning Disability Service. The two organisations again hosted the My Health Matters event.

- i) More formally, Barnet Mencap attends a number of Board meetings. It uses this as an opportunity to highlight the needs of children and adults with a learning disability and autistic people, and to work with mainstream organisations to address those needs. It now attends the Barnet Safeguarding Adults Board, the safer communities board, the LeDer group, Barnet Together, and the SEND Board.
- j) Barnet Mencap was pleased to work with cancer Alliance on the next phase of the Cancer Screening Project. Staff produced literature for families about screening and helped GPs to write accessible letters inviting people to their appointments. In addition, managers and provider organisations across north central London were trained so that they in turn could train their own staff. In this way the good practice in the region will be more embedded and sustained in the future.
- k) In March 2025 the Board will approve Barnet Mencap's Business Plan and Fundraising Strategy for 2025-28 . Over the year, the Board will engage with stakeholders and develop a new plan.
- l) Barnet Mencap carried out further work on its Equality, Diversity, and Inclusion (EDI) Action Plan. Through a Task and Finish group, staff looked at how gender and gender identity affect staff and people who use Barnet Mencap's services. It took part in Barnet's first Pride event in the summer and hosted a Well-being stand. Barnet Mencap now has an Equalities Champion on the Board and will produce a new action plan in 2025.
- m) COPS is keen to offer support to people with learning disabilities, so that they can go on holidays. There is a lot of interest in this, and people have been willing to pay for support. So far, people have visited Coronation Street in Manchester and gone to Butlins.

FINANCIAL REVIEW

Barnet Mencap had a solid year financially in 2023/24, finishing with a net in-year deficit of £421, although our unrestricted reserves reduced by £21,616 to £624,155. Of these unrestricted reserves the Board has designated £112,916 for specific purposes leaving our usable reserves at a healthy £460,045, £16,241 less than twelve months ago.

Our total income in 2024/25 was £1,443,117, some £74,743 more than in 2022/23, while total expenditure was £1,439,872, some £110,069 more than in the previous year. Our major source of funding remains the London Borough of Barnet, mainly through contracts which accounted for 46.5% of our income, compared to 49% in 2022/23. We were pleased to retain our major contracts through tender awards in 2023/24 and during the new financial year. The reduction in the percentage reflects increasing our income through other sources, particularly grants. The Charity maintains a close watch on opportunities to bid for further contracts and grants and continues to attract additional funding. Other than contracts and grants we have been seeking to increase our resources through fundraising, donations and/or sponsorship for specific projects.

Most of our expenditure relates to staffing costs. At £963,253 these were 72.8% of the total, an increase from 2023/24 in percentage terms from 72.4%. All staff receive at least the London Living Wage. The market value of our investments fell by £3,666, although our in-year income from investment and interest increased by £2,369.

Barnet Mencap is in a relatively strong financial position, but we remain concerned at the economic situation, which impacts our service users and staff directly as well as the organisation itself. Whilst it is encouraging that the rate of inflation has fallen close to the Bank of England target of 2% it should not be forgotten that generally prices are still rising and the level of wage demands is increasing. The new Government will announce its first budget in October 2024, but while there are positive moves to grow the economy it is warning of tough measures to balance the overall finances. The public sector is likely to face real term reductions (again), and there is still no solution offered to the social care situation.

Reserves Policy

As a result the Board has determined that its level of unrestricted usable reserves should be increased to six months' worth of annual unrestricted expenditure. As stated above our usable reserves stood at £460,045 at 31st March 2024 which falls above the policy requirement. The Board will continue to monitor this closely, including the further use of its reserves.

PRINCIPAL RISKS AND UNCERTAINTIES

Barnet Mencap has a Risk Register that helps to identify and manage principal risks and uncertainties that affect the charity in the past year these have included :

1. Recruitment and Retention

Barnet Mencap has found it hard to recruit a new Hate Crime Reporting Coordinator. The long gap has impacted on the service at a time when there is attention nationally on Hate Crimes. The organisation employed Penny Wood to help manage James Wheatley's extended departure and we will also have to find a new Finance Officer.

Two Trustees will leave the Board and recruitment is under way. The Board has recruited an Assistant Treasurer.

Between July 2023 and January 2024, the Vice-Chair acted-up effectively while the Chair was absent because of ill-health.

2. Safeguarding Incident

In January 2023 there was a serious incident. A member of staff was convicted for stealing from three tenants. In November 2023 another serious safeguarding concern was reported. A second member of staff was alleged to have stolen money from a tenant. This was investigated and the staff was also dismissed and reported to the Disclosure and Barring system. Both cases were reported to the Charity Commission as Serious Incidents. The tenants were provided with support and the Action Plan has been tightened up to reduce the risks of anything similar happening in the future.

3. Bright Futures

The Bright Futures contract was extended to August 2024 and there is a tender. Barnet Mencap has bid and hopes to provide the service in the future. But Royal Mencap has said it will no longer provide Employment Service. There was a separate data breach affecting the Bright Futures contract, and lessons have been learned from this. In addition, Royal Mencap left its offices in February. It means that Barnet Mencap will have to pay the rent and utilities for this space.

4. Autism Hub

Barnet Mencap intends to use this office space to develop the Adults Autism HUB. This will be open to autistic people in Barnet and complement the new Children's Autism HUB. Staff had a launch event and have exciting ideas to involve autistic people in co-producing the services and to make it an inclusive, welcoming space. There is no funding agreed so far, though, to cover the venue costs or parts of the service.

PLANS FOR THE FUTURE

Barnet Mencap will develop the Peer Engagement Worker project.

It will recruit people with lived experience of forensic services who will work with patients to improve the service.

Staff would like to provide training for health staff as part of the national Oliver McGowan Mandatory Training programme. They will see if there are opportunities in north Central London.

There will be a new service delivered by the Children's Team. Barnet is working with NHS England and will offer a small number of Personal Health Budgets to the families of children and young people who are waiting for an Autism diagnosis.

A new John Lyons grant from July 2024 will enable staff to develop support for children under the age of five and their parent carers through the Open Door project until June 2027.

The parenting support service is likely to be re-tendered for 2025-26 onwards.

Barnet Mencap was successful in winning a new contract from the council for Bright Futures, which will provide a prevention service for up to six years.

The needs of the tenants, supported by Equality Housing, are changing. The Team will review the way that it works, so that it can meet these needs. It will reactivate its CQC registration.

Barnet Mencap will engage with stakeholders over the year as it develops a new Business Plan, fundraising strategy, and Equality, Diversity, and Inclusion (EDI) action Plan. It will have these documents ready by April 2025.

STRUCTURE, GOVERNANCE, MANAGEMENT

1. Barnet Mencap is a registered charity No. 1089388 and a company limited by guarantee No. 04274621. It is governed by a Memorandum and Articles of Association and uses a Membership model.
2. There are eight Trustees on the Board, who are also the Directors. The Board meets at least four times a year at Ordinary Trustee Meetings. It sets the strategic direction for the organisation and has the overall responsibility for the running of Barnet Mencap, which is delegated on a day-to-day operational basis to the Chief Executive, Ray Booth.
3. New directors follow a written Induction Policy. They have a mentor - an experienced director - and there is a training plan for the whole Board. Child Protection and Safeguarding Adults at Risk are compulsory courses.
4. In January 2024, the following roles were voted by the Board:
 - Chair of Trustees role was appointed to Sheila Oliver.
 - Vice Chair role was appointed to Kate Tokley.
 - Treasurer role was appointed to Mike Wiffen.
5. The Chief Executive has a Board approved annual "Key Objectives" document and has Quarterly Reviews with the Chair of Trustees to examine progress towards the annual objectives as well as challenge and support for his leadership of the organisation.
6. The agenda at each Ordinary Trustee Board meeting includes:
 - A report from the Chief Executive, summarising key events, new developments and progress regarding the annual Work Programme.
 - A finance report, prepared by the Treasurer, with an update on the budget position, reserves, investment news and consideration of financial risks, The Treasurer also prepares the annual accounts, which are presented to the Board for approval.
 - A HR report, with an update on policies and staffing issues and improvements.
7. Barnet Mencap's two sub-committees (Human Resources and Finance) have the Board represented by a Quorum of two Directors as well as Senior Managers and the CEO in attendance.
8. Trustees meet with managers formally through Committees or informally at publicity or fundraising events for the charity.
9. The Board reviews how well it complies with the Charity Governance Code and, based on this, sets out areas for improvement in its work-plan.
10. The Board makes decisions at each meeting based on reports from the Chief Executive and recommendations from the Finance Committee and HR Committee. The directors hear reports from a senior manager at the beginning of Ordinary Board meetings.

STRUCTURE, GOVERNANCE, MANAGEMENT (continued)

11. Governance is addressed continuously by working through the Charity Commission "Code Of Governance" and at an annual Trustee Away Day where the Chief Executive is invited to participate as Trustees review and develop the Business Plan.
12. The Board sets pay and remuneration following discussions and recommendations to the full Board at Ordinary Meetings by both sub-committees, for all paid staff each year. Pay scales and progression were reviewed in 2023/24 and the new arrangements were in place for April 2024, along with a general pay increase.
13. Barnet Mencap continues to have a strong commitment to partnership working and will continue to look at external partnerships throughout 2024/25. The organisation works with Royal Mencap Society on a number of projects.

Barnet Mencap is an active member of Barnet Together, which was set up to coordinate the efforts of the voluntary sector in its efforts to support local residents. Barnet Together has continued to meet over the year and has been a key driver to develop work with the statutory services and across the Voluntary and Community Sector.

Locally, Barnet Mencap is part of the Wellbeing Hub's Steering Group, the Learning Disability Strategic Partnership and a member organisation of Healthwatch Barnet, and continues to actively pursue tenders and contracts as a partner, where this will benefit children and adults with a learning disability and/or autistic people and family carers.

Statement of responsibilities of the trustees

The trustees (who are also directors of the charitable company for the purposes of company law) are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

STRUCTURE, GOVERNANCE, MANAGEMENT (continued)

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice 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 charity will continue in operation

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

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees at 31st March 2024 was eight (2023: eight). The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Statement as to disclosure to our auditors

In so far as the trustees are aware:

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

Auditors

Goldwins limited were re-appointed as the auditors of the charitable company during the year and have expressed their willingness to continue in that capacity.

The trustees' annual report has been approved by the trustees on 3rd October 2024 and signed on their behalf by:



Sheila Oliver, Chair of Trustees

Independent Auditor's Report to the Members of Barnet Mencap

Opinion

We have audited the financial statements of Barnet Mencap (the 'Charity') for the year ended 31st March 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of cash flows and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31st March 2024 and of its income and expenditure for the year then ended:
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Independent Auditor's Report to the Members of Barnet Mencap

Opinion on other matter prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report (incorporating the directors' report) have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

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

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of the trustees

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

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

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

Independent Auditor's Report to the Members of Barnet Mencap

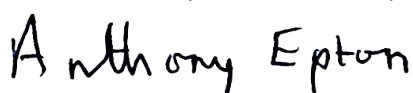
- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [\[www.frc.org.uk/auditorsresponsibilities\]](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

Use of our report

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



.....
Anthony Epton (Senior Statutory Auditor)
for and on behalf of
Goldwins Limited
Statutory Auditor
Chartered Accountants
75 Maygrove Road
West Hampstead
London NW6 2EG

8 October 2024

Barnet Mencap Limited

(incorporating an income and expenditure account)
For the year ended 31 March 2024

	Note	Unrestricted £	Restricted £	2024 Total £	2023 Total £
Income from:					
Donations, subscriptions and legacies	3	31,246	11,000	42,246	50,519
Charitable activities:	4				
Equality Housing		478,668	394,489	873,157	840,123
Community Services (Children)		5,524	151,624	157,148	144,855
Community Services (Adults)		82,640	244,748	327,388	292,088
Employment Opportunities		-	32,000	32,000	32,000
Investment Income	5	11,178	-	11,178	8,789
Total income		609,256	833,861	1,443,117	1,368,374
Expenditure on:					
Raising funds	6	21,161	-	21,161	15,558
Charitable activities:	6				
Equality Housing		414,480	404,406	818,886	780,664
Community Services (Children)		64,296	135,192	199,488	184,643
Community Services (Adults)		127,269	241,068	368,337	316,938
Employment Opportunities		-	32,000	32,000	32,000
Total expenditure		627,206	812,666	1,439,872	1,329,803
Net income / (expenditure) before net gains / (losses) on investments		(17,950)	21,195	3,245	38,571
Net gains / (losses) on investments		(3,666)		(3,666)	(14,650)
					(14,650)
Net income / (expenditure) for the year		(21,616)	21,195	(421)	23,921
Transfers between funds				-	-
Net income / (expenditure) before other recognised gains and losses		(21,616)	21,195	(421)	23,921
Gains / (losses) on revaluation of fixed assets		-	-	-	-
Actuarial gains / (losses) on defined benefit pension schemes		-	-	-	-
Other gains / (losses)		-	-	-	-
Net movement in funds		(21,616)	21,195	(421)	23,921
Reconciliation of funds:					
Total funds brought forward		645,771	91,721	737,492	713,571
Total funds carried forward		624,155	112,916	737,071	737,492

All of the above results are derived from continuing activities.

There were no other recognised gains or losses other than those stated above.

The attached notes form part of these financial statements.

Barnet Mencap Limited
Balance Sheet
As at **31 March 2024**

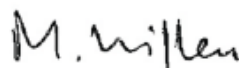
	Note	2024 £	2024 £	2023 £	2023 £
Fixed assets:					
Tangible assets	10		2,144		4,795
Investments	11		<u>162,846</u>		<u>166,512</u>
			164,990		171,307
Current assets:					
Debtors	12	81,591		109,323	
Cash at bank and in hand		<u>593,995</u>		<u>559,139</u>	
		675,586		668,462	
Liabilities:					
Creditors: amounts falling due within one year	13	<u>103,505</u>		<u>102,277</u>	
Net current assets / (liabilities)			<u>572,083</u>		<u>566,185</u>
Total assets less current liabilities			<u>737,071</u>		<u>737,492</u>
Total net assets / (liabilities)			737,071		737,492
Funds	15				
Restricted funds			112,916		91,721
Unrestricted funds:					
Designated funds		164,110		169,485	
General funds		<u>460,045</u>		<u>476,286</u>	
Total unrestricted funds			<u>624,155</u>		<u>645,771</u>
Total funds			<u>737,071</u>		<u>737,492</u>

The financial statements have been prepared in accordance with the special provisions for small companies under Part15 of the Companies Act 2006.

Approved by the trustees on
3 October 2024.....
and signed on their behalf by:



Sheila Oliver
Chair



Mike Wiffen, BA(Hon) CPFA
Treasurer

Company Registration No.
04274621

The attached notes form part of the financial statements.

Barnet Mencap Limited
Cash Flow Statement
For the year ended 31 March 2024

	Note	2024	2024	2023	2023
		£	£	£	£
Net cash provided by / (used in) operating activities	16		23,678		20,680
Cash flows from investing activities:					
Interest/ rent/ dividends from investments		11,178		8,789	
Sale/ (purchase) of fixed assets				(2,730)	
Sale/ (purchase) of investments		-		-	
Cash provided by / (used in) investing activities			11,178		6,059
Cash flows from financing activities:					
Repayments of borrowing		-		-	
Cash inflows from new borrowing		-		-	
Receipt of endowment		-		-	
Cash provided by / (used in) financing activities			-		-
Change in cash and cash equivalents in the year			34,856		26,739
Cash and cash equivalents at the beginning of the year			559,139		532,400
Change in cash and cash equivalents due to exchange rate movements			-		-
Cash and cash equivalents at the end of the year	17		593,995		559,139

1 Accounting policies

a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities:

Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102 - effective 1 January 2019) - (Charities SORP FRS 102) and the Companies Act 2006.

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

b) Going concern

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern. Key judgements that the charitable company has made which have a significant effect on the accounts include estimating the liability from multi-year grant commitments. The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

c) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred. Income received in advance for the provision of specified service is deferred until the criteria for income recognition are met.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

d) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised so refer to the trustees' annual report for more information about their contribution.

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

e) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

f) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity.

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

g) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise of trading costs and the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- Expenditure on charitable activities includes the costs of delivering services and other activities undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

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

h) Allocation of support costs

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 Charity's activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 6.

i) Operating leases

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

j) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £1,000. Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

Office Equipment	20%
Fixtures and fittings	20%
Personal Computer equipment	50%
Larger Computer equipment	25%

k) Listed investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. Any change in fair value will be recognised in the statement of financial activities.

l) Stocks

Stock is included at the lower of cost or net realisable value. Donated items of stock are recognised at fair value which is the amount the charity would have been willing to pay for the items on the open market.

m) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

n) Cash at bank and in hand

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

o) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

p) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

q) Pensions

Barnet Mencap provides a defined-contribution pension scheme through The People's Pension in line with the Government's auto-enrolment regulations.

2 Detailed comparatives for the statement of financial activities

	2023 Unrestricted £	2023 Restricted £	2023 Total £
Income from:			
Donations, subscriptions and legacies	50,519		50,519
Charitable activities:			
Equality Housing	502,962	337,161	840,123
Community Services (Children)	11,517	133,338	144,855
Community Services (Adults)	71,640	220,448	292,088
Employment Opportunities		32,000	32,000
Investments	8,789		8,789
Total income	645,427	722,947	1,368,374
Expenditure on:			
Raising funds	15,558	-	15,558
Charitable activities:			
Equality Housing	426,258	354,406	780,664
Community Services (Children)	49,451	135,192	184,643
Community Services (Adults)	98,525	218,413	316,938
Employment Opportunities		32,000	32,000
Total expenditure	589,792	740,011	1,329,803
Net income / expenditure before gains / (losses) on investments	55,635	(17,064)	38,571
Net gains / (losses) on investments	(14,650)		(14,650)
Net income / expenditure	40,985	(17,064)	23,921
Transfers between funds			-
Net income / (expenditure) before other recognised gains and losses	40,985	(17,064)	23,921
Gains / (losses) on revaluation of fixed assets	-	-	-
Actuarial gains / (losses) on defined benefit pension scheme	-	-	-
Other gains / (losses)	-	-	-
Net movement in funds	40,985	(17,064)	23,921
Total funds brought forward	604,786	108,785	713,571
Total funds carried forward	645,771	91,721	737,492

3 Income from donations and legacies

	Unrestricted	Restricted	2024 Total	2023 Total
	£	£	£	£
Gifts	18,463	11,000	29,463	28,328
Subscriptions	12,783	-	12,783	11,540
Legacies	-	-	-	10,651
Total from donations and legacies	31,246	11,000	42,246	50,519

4 Income from charitable activities

	Unrestricted	Restricted	2024 Total	2023 Total
	£	£	£	£
Equality Housing London Borough of Barnet (LBB)				
Contracts	-	379,430	379,430	389,380
LBB Grant	-	250	250	1,721
Other Grants	-	14,809	14,809	16,410
Other income	478,668	-	478,668	432,612
Total for Equality Housing	478,668	394,489	873,157	840,123
Community Services (Children)				
LBB Contract	-	80,000	80,000	98,338
LBB Grant	-	14,419	14,419	-
Other Grants	-	57,205	57,205	35,000
Other income	5,524	-	5,524	11,517
Total for Community Services (Children)	5,524	151,624	157,148	144,855
Community Services (Adults)				
LBB Contract	-	167,923	167,923	152,500
LBB Grant	-	4,949	4,949	-
MOPAC Hate Crime Contract	-	30,000	30,000	30,000
Other Grants	-	41,876	41,876	31,112
Other income	82,640	-	82,640	78,476
Total for Community Services (Adults)	82,640	244,748	327,388	292,088
Employment Opportunities				
LBB Contract	-	32,000	32,000	32,000
Total for Employment Opportunities	-	32,000	32,000	32,000
Total income from charitable activities	566,832	822,861	1,389,693	1,309,066

5 Income from investments

	Unrestricted	Restricted	2024 Total	2023 Total
	£	£	£	£
Bank interest	1,316	-	1,316	856
Investment income	9,862	-	9,862	7,933
	11,178	-	11,178	8,789

6 Analysis of expenditure

		Charitable activities						2024 Total £	2023 Total £
	Basis of allocation	Cost of raising funds £	Equality Housing £	Community Services (Children) £	Community Services (Adults) £	Empl'ment Opps £	Support & Governance costs £		
Staffing	Direct	12,100	528,265	128,291	218,339			886,995	825,953
Premises	Direct		46,574	2,874	13,233			62,681	63,563
Supplies & Services	Direct	969	80,754	1,195	11,834	32,000		126,752	122,966
Activities	Direct	532	980	6,930	25,446			33,888	26,556
Sundries	Direct	14	1,797	1,061	3,208			6,080	3,779
<u>Support costs</u>									
Management/Strategy	Time		39,389	20,328	25,673		85,390	85,390	75,121
Finance	Time	1,348	15,216	7,104	15,701		39,369	39,369	26,491
Human Resources	Staff Nos	1,190	6,611	5,974	7,032		20,807	20,807	23,671
General Administration	Time/Staff	3,358	22,339	8,659	14,257		48,613	48,613	48,537
Premises	Space	964	49,747	10,595	19,610		80,916	80,916	71,590
Postage/Print/Stationery	Usage	30	5,032	1,980	3,285		10,327	10,327	9,644
IT	Staff Nos	656	22,182	4,497	10,719		38,054	38,054	31,932
		21,161	818,886	199,488	368,337	32,000	323,476	1,439,872	1,329,803
Support costs		-	-	-			(323,476)		286,986
Total expenditure 2024		21,161	818,886	199,488	368,337	32,000	-	1,439,872	
Total expenditure 2023		15,558	780,664	184,643	316,938	32,000	-	1,329,803	

Of the total expenditure, £627,206 was unrestricted (2023: £589,792) and £812,666 was restricted (2023: £740,011).

7 Net income / (expenditure) for the year

This is stated after charging / (crediting):	2024	2023
	£	£
Operating lease rentals:		
Property	65,000	65,000
Other equipment	-	-
Depreciation	2,651	5,030
Auditor's remuneration - Audit Fees	3,600	3,600

8 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:	2024	2023
	£	£
Salaries and wages	953,112	870,061
Social security costs	73,946	74,087
Employer's contribution to defined contribution pension schemes	20,568	19,105
Redundancy and Termination costs		-
	1,047,626	963,253

No employees received employee benefits (excluding employer pension) totalling £60,000 or above during the year.

The total employee benefits including pension contributions of the key management personnel were £195,189 (2023; £209,357).

The charity trustees were not paid nor received any other benefits from employment with the Trust in the year (2023: £nil). No trustees were reimbursed expenses during the year (2023: £Nil). No charity trustee received payment for professional or other services supplied to the charity (2023: £Nil).

Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2024	2023
	No.	No.
Charitable activities:-		
Equality Housing	20	22
Community Services (Adults)	21	22
Community Services (Children)	14	10
Support	9	8
	64	62

9 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

10 Tangible fixed assets

	Office Equipment £	Other Furn & Equipment £	2024 Total £	2023 Total £
Cost				
At the start of the year	50,551	28,849	79,400	76,670
Additions in year			-	2,730
Disposals in year			-	
At the end of the year	<u>50,551</u>	<u>28,849</u>	<u>79,400</u>	<u>79,400</u>
			-	
Depreciation				
At the start of the year	48,816	25,789	74,605	69,627
Charge for the year	1,690	961	2,651	4,978
Eliminated on disposal			-	
At the end of the year	<u>50,506</u>	<u>26,750</u>	<u>77,256</u>	<u>74,605</u>
Net book value				
At the end of the year	<u>45</u>	<u>2,099</u>	<u>2,144</u>	<u>4,795</u>
At the start of the year	<u>1,735</u>	<u>3,060</u>	<u>4,795</u>	<u>7,043</u>

All of the above assets are used for charitable purposes.

11 Investments

	2024 £	2023 £
Investments at fair value:		
Investment funds	<u>162,846</u>	<u>166,512</u>
	<u>162,846</u>	<u>166,512</u>
Movements		
Market value at the start of the year	166,512	181,162
Additions at cost		-
Disposals at carrying value		-
Net gain / (loss) on revaluation	<u>(3,666)</u>	<u>(14,650)</u>
Market value at the end of the year	<u>162,846</u>	<u>166,512</u>

The following holdings constituted 5% or more of the total portfolio:

6,556.308 units in Charifund	58.62%	58.41%
28,310.388 units in Charibond	19.20%	18.63%
30,640.000 units in Charities Properties Fund	22.18%	22.96%

12 Debtors

	2024	2023
	£	£
Trade and other debtors	57,792	87,559
Prepayments	23,799	21,764
	<u>81,591</u>	<u>109,323</u>

13 Creditors: amounts falling due within one year

	2024	2023
	£	£
Trade and other creditors	12,353	9,011
Taxation and social security	23,441	25,042
Accruals	54,154	33,154
Deferred income	13,557	35,070
	<u>103,505</u>	<u>102,277</u>

Deferred income

	2024	2023
	£	£
Balance at the beginning of the year	35,070	-
Amount released to income in the year	(35,070)	-
Amount deferred in the year	13,557	35,070
Balance at the end of the year	<u>13,557</u>	<u>35,070</u>

14 Analysis of net assets between funds
(as at 31 March 2024)

	General unrestricted	Designated	Restricted	Total funds
	£	£	£	£
Tangible fixed assets	2,144			2,144
Investments	162,846			162,846
Net current assets	295,055	164,110	112,916	572,081
Net assets at the end of the year	<u>460,045</u>	<u>164,110</u>	<u>112,916</u>	<u>737,071</u>

Analysis of net assets between funds
(previous year for comparison)

	General unrestricted	Designated	Restricted	Total funds
	£	£	£	£
Tangible fixed assets	4,795			4,795
Investments	166,512			166,512
Net current assets	304,979	169,485	91,721	566,185
Net assets at the end of the year	<u>476,286</u>	<u>169,485</u>	<u>91,721</u>	<u>737,492</u>

15 Movements in funds

	At 1 April 2023 £	Income £	Expenditure £	Transfers £	At 31 March 2024 £
Restricted funds:					
LBB COPS/Ronak	139				139
LDDF Carers Sub-Group	1,796				1,796
MOPAC - Hate Crime	20,097	30,000	24,497		25,600
Royal Mencap Society EPATS	11,984	18,205	12,015		18,174
LBB - Covid-19	44,542		66		44,476
John Lyons Charity - Open Door	6,541	35,000	35,256		6,285
University Coll. Hosp - Cancer Screening	1,161		1,161		-
Young Barnet Foundation - Warm Spaces	5,461	1,000	6,058		403
National Lottery - Carers and core costs		59,690	53,647		6,043
University of Hertfordshire - CLAPS		996	996		-
DWP - Access to Work		4,156	4,156		-
Baily Thomas - core costs -		5,000			5,000
BKL Foundation - Holidays		5,000	5,000		-
Screwfix Foundation shared houses		5,000			5,000
Percy Bilton - Station Road		6,336	6,336		-
Other Restricted Funds	-	663,478	663,478		-
Total Restricted funds	91,721	833,861	812,666	-	112,916
Unrestricted funds:					
Designated funds:					
Office Rent/Dilapidations Reserve	100,000			10,000	110,000
Communiunity Service Fund)Welfare)	522				522
Equality Housing - Shared Houses					
Maintenance & Refurbishment	17,403				17,403
Voids	17,035				17,035
NNLS - Autism Project	4,525				4,525
Hendon Lane - Improvements Fund	10,000		6,375		3,625
Recruitment & Retention initiatives	20,000		9,000		11,000
Total Designated funds	169,485	-	15,375	10,000	164,110
General funds	476,286	609,256	615,497	(10,000)	460,045
Total unrestricted funds	645,771	609,256	630,872	-	624,155
Total funds	737,492	1,443,117	1,443,538	-	737,071

Movements in funds
(previous year for comparison)

	At 1 April 2022 £	Income £	Expenditure £	Transfers £	At 31 March 2023 £
Restricted funds:					
LBB COPS/Ronak	139		-		139
LDDF Carers Sub-Group	1,796				1,796
MOPAC - Hate Crime	18,913	30,000	28,816		20,097
Royal Mencap Society EPATS	11,984				11,984
LBB - Covid 19	44,542				44,542
John Lyons Charity - Open Door	4,796	35,000	33,255		6,541
Baily Thomas	14,398	-	14,398		-
Clifford Chance - Safe Places	1,971	-	1,971		-
Age UK - Project 300	300		300		-
University Coll Hosp - Cancer Screening		7,000	5,839		1,161
John Lyons Charity - Cost of Living		7,000	7,000		-
Young Barnet Foundation - Warm Spaces		9,000	3,539		5,461
Bosher Hinton Foundation		1,000	1,000		-
Other Restricted Funds	9,946	633,947	643,893		-
Total Restricted funds	108,785	722,947	740,011	-	91,721
Unrestricted funds:					
Designated funds:					
Office Rent/Dilapidations Reserve	90,000	-	-	10,000	100,000
Communiy Service Fund (Welfare)	522	-	-	-	522
Sherrick House Contingency	6,084		135	(5,959)	
Equality Housing - Shared Houses				-	
Maintenance & Refurbishment	17,403	-	-		17,403
Voids	17,035	-	-		17,035
Time Out Reserve	468	-	468	-	-
NNLS - Autism Project	5,831		1,306		4,525
Covid-19 Contingency	50,000			(50,000)	-
Station Road - start-up	5,000		10,959	5,959	-
Hendon Lane Office - improvement fund	10,000				10,000
Recruitment & Retention Initiatives	20,000				20,000
Total Designated funds	222,343	-	12,868	- 40,000	169,485
General funds	382,443	645,427	591,584	40,000	476,286
Total unrestricted funds	604,786	645,427	604,452	-	645,771
Total funds	713,571	1,368,374	1,344,463	-	737,492

Purposes of restricted funds

The COPS Ronak Project Reserve Fund is for the purpose of continuing Project activities.
The LDDF Carers Sub Group Reserve Fund is for funding the Valuing Carers Day.
The Hate Crime Reserve Fund is for increasing awareness of hate crime.
The Royal Mencap Society EPATS Fund is to support parents of children with special needs.
LBB Covid-19 is for costs arising from the pandemic
Baily Thomas grant was towards core costs
John Lyons Charity Open Door is to support parents and carers of young children
University College Hospital was to support cancer screening
Young Barnet Foundation Warm Spaces was to protect the vulnerable in cold weather
National Lottery is a grant towards Carers Support and Office Support
University of Hertfordshire is a grant for a Creative Learning Abilities Partnership
DWP - Access to Work is to support employees with special needs
Baily Thomas is a grant towards core costs-
BKL Foundation is a contribution to the cost of our holiday programme
Screwfix Foundation is for improved facilities in the shared houses
Percy Bilton is a grant for equipment at Station Road

Purposes of designated funds

The Office Rent/Dilapidation Reserve Fund is for potential commitments arising under the Office Lease
The Community Service Fund (Welfare) is for special items to support individuals or families lacking other sources.
The Equality Housing-Shared Housing Reserve Funds are for improvements to the Houses and excessive voids
NNLS Autism Project is funding from the New North London Synagogue for those with autism.
Hendon Lane improvement fund is to enhance the office environment
Recruitment and Retention for initiatives to improve and encourage respectively

16 Reconciliation of net income / (expenditure) to net cash flow from operating activities

	2024	2023
	£	£
Net income / (expenditure) for the reporting period	(421)	23,921
(as per the statement of financial activities)		
Depreciation	2,651	4,978
Interest, rent and dividends from investments	(11,178)	(8,789)
(Gains)/ losses on investments	3,666	14,650
(Increase)/ decrease in debtors	27,732	(27,386)
Increase/ (decrease) in creditors	1,228	13,306
Net cash provided by / (used in) operating activities	23,678	20,680

17 Analysis of cash and cash equivalents

	At 1 April 2023	Cash flows	Other changes	At 31 Mar 2024
	£	£	£	£
Cash at bank and in hand	559,139	34,856		593,995
Deposits (less than three months)				-
Total cash and cash equivalents	559,139	34,856	-	593,995

18 Operating lease commitments

Total future minimum lease payments under non-cancellable operating leases are as follows:

	Property 2024	2023
	£	£
Less than 1 year	65,000	65,000
1 - 5 years	260,000	260,000
	325,000	325,000

19 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. Each member is liable to contribute a sum not exceeding £1 in the event of the charity being wound up.

20 Related party transactions

During the year there were related parties transactions as follows:

Name of Key Management Personnel: Samantha Bishop

Gary Bishop (Husband of Samantha Bishop) provided gardening and clearance work to the charity in the amount of £280.
(2023: £380)

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

BARNET MENCAP

England & Wales - Charity number 1089388

Accounts

Report and Financial Statements

For the year ended 31st March 2023

Barnet Mencap

A company Limited by Guarantee

Charity number 1089388

Company number 04274621

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Legal and Administrative Details for the Year Ended 31st March 2023

Registered as a company limited by guarantee (No. 04274621) on 21 August 2001, and as a charity (No.1089388) on 19 November 2001.

Barnet Mencap took over the activities of the Borough of Barnet Society for Mentally Handicapped Children and Adults (charity number 245086) on 1 April 2003.

The Directors are Trustees for the purposes of Charity Law.

In the event of the company being wound up, the liability of Members is limited to £1 per member of the company.

Charity Number 1089388

Company Number 04274621

**Registered Office
and Business Address** 35 Hendon Lane
Finchley
London
N3 1RT

Board of Directors	Sheila Oliver	Chair
	Kate Tokley	Vice Chair
	Mike Wiffen	Honorary Treasurer
	Kinjal Amin	(Resigned 23 rd November 2022)
	Christina Sarb	(Resigned 23 rd November 2022)
	Prithma Athwal-Shah	
	Meg Kirk	
	Faib Riley	
	Papiya Chatterjee	(Appointed 23 rd November 2022)
	Emmet Giltrap	(Appointed 23 rd November 2022)

Chief Executive Ray Booth

Company Secretary Ray Booth

Bankers CAF Bank Ltd
25 Kings Hill Avenue
Kings Hill
West Malling
Kent ME19 4JQ

Auditors: Goldwins Limited
75 Maygrove Road
West Hampstead
London NW6 2EG

Acting Chair's Report

I have been very pleased to have served on the board for 2022-23, and to be part of a team of trustees, staff, and volunteers who are dedicated to improving the lives of people with a learning disability, autistic people, and their families in Barnet. As can be seen from this annual report, Barnet Mencap continues to provide successful services which are very much valued by our service users and other stakeholders.

The organisation continued to see high numbers of referrals, particularly in the Children's Service and Autism Service, as well as an increase in complexity of cases, clearly demonstrating the need for Barnet Mencap's work.

We have made strong progress against the Business Plan for 2022- 2025, and started work on some long term aims. Planning for the future, alongside our service users and their families, is something that has been important to us for a long time. This year we received funding for and recruited to a carer's post which will enable us to do this work.

The focus on Equality, Diversity and Inclusion (EDI) within the Business Plan has given momentum to this work. Staff attended anti-racism training, and undertook short task and finish groups focused on disability. I have been delighted to see high levels of engagement with people with a learning disability and autistic people, including a contribution to the council's engagement strategy.

During the year we have also been looking at the longer term sustainability of the organisation, with a focus on succession planning and the introduction of the Deputy CEO role.

Despite a difficult financial context the board were pleased to be able to recognise the hard work of staff with a review of pay scales and the pay uplift. We are optimistic that this will also help to address one of our biggest challenges of recruitment and retention of staff. All trustees recognise the pressure on staff caused by the cost-of-living crisis and are committed to improving staff pay and benefits where this is affordable.

Of course, the rising cost of living is also a concern of people with a learning disability and their families, so we were glad to be able to offer Warm Spaces for people using our services, funded by a grant from the Young Barnet Foundation.

As acting Chair, I am proud of the services Barnet Mencap has provided over the past year and look forward to our Board continuing to work with our CEO and staff team to enable people with a learning disability and autistic people to live their best lives.

Kate Tokley,
Acting Chair of Trustees

OBJECTIVES AND ACTIVITIES

The trustees, who are also directors under company law, present their report and financial statements for the year ended 31 March 2023

The trustees confirm that the financial statements comply with current statutory requirements, the Memorandum and Articles of Association and the Statement of Recommended Practice- Accounting and Reporting by Charities: SORP, applicable to charities preparing their accounts in accordance with FRS 102.

1. The purpose of Barnet Mencap is to promote its charitable objectives so that it can respond to the needs of people with a learning disability and/or additional disabilities, their families and carers. Barnet Mencap operates in the London Borough of Barnet.
2. Barnet Mencap provides services and support for children and adults with learning disabilities and/or autistic people. These services include parenting programmes, advice and information for parent carers, short breaks for children and adults and a leisure and learning project. It provides advice, information, support, housing and outreach for adults. Barnet Mencap also supports people into paid jobs and training, and to increase public awareness and understanding of the problems and abilities of people with a learning disability and their families. Barnet Mencap has a project to increase the reporting of hate crimes. There is a pre-assessment screening programme and support for autistic people.
3. Barnet Mencap's activities have been carried out to help meet the needs of people with a learning disability and their families for the public benefit. The trustees understand their responsibility to keep this public benefit central to the work and activities.
4. Children and adults with a learning disability continue to face significant barriers to their full and equal participation in society. Poverty, discrimination, social isolation and health inequalities are common and enduring features of their lives. Barnet Mencap's services are provided to increase opportunities for people to build on their strengths, and support them to develop skills to be active citizens in their community. Through advice and information, staff support enables them to live as independently with as much control as possible.
5. Barnet Mencap employs staff to provide services and support, and funds its work through contracts, grants and general fundraising. The organisation sets out its strategy in its Business Plan. It sees the rights of children and adults with a learning disability, and their carers, as the starting point for recognising the need for services and support. The strategy is to ensure that there is good early years support, both practical and emotional, to help children under five thrive, be healthy and be ready for school. Adults and older children with a learning disability need advice and information to make choices about what is important to them, to feel safe and to have good physical and mental health and quality of life.
6. Barnet Mencap works in partnership with statutory and other VCS (voluntary organisations) to bring about strategic change.

Each Barnet Mencap project has a Development Plan which sets out aims that contribute to the long term objectives and helps the organisation monitor progress, recognise its achievements, and respond where there are delays or obstacles to its strategy. Development Plans see success in terms of increasing the number of beneficiaries, their satisfaction, the quality of the services and support provided, and their effectiveness in promoting wellbeing and independence. These are monitored by the Board

OBJECTIVES AND ACTIVITIES (continued)

7. Barnet Mencap ensures that it has sufficient staff and volunteers to provide support effectively, and that staff and volunteers have the training, supervision and support to maintain and develop quality services.

Volunteers worked in the office and community services for adults and children in 2022-23. Measurement issues, including attributing an economic value to the contribution of general volunteers, prevent the inclusion of their contribution in the statement of financial activities.

ACHIEVEMENTS AND PERFORMANCE

In the year 2022-23 Barnet Mencap provided its core services:

- (a) support for disabled children and parent carers;
- (b) leisure and learning projects;
- (c) housing and support;
- (d) short breaks for children and adults with a learning disability.
- (e) support for autistic adults

The effects of the Covid-19 pandemic continued to have an impact on the delivery of services.

Services have had to adapt so that they could maintain support for children and adults with a learning disability and/or autistic people. Additional pressures have resulted for both the charity and its clients due to the increased cost of living. But most of the services re-established face-to-face support following the second lockdown.
Please see table overleaf.

ACHIEVEMENTS AND PERFORMANCE (continued)

Inputs	Activities	Outputs	Outcomes	Impacts
£45,000	Information, Advice and Guidance for Parent Carers	Staff provide information, advice and guidance for the parent carers of disabled children; as well as workshops. The service is commissioned by Barnet council. In 2022-23 there was another significant increase in the number of families supported by Barnet Mencap. The children's team worked with 405 family carers, 81 more than the previous year. Referrals come from a wide range of sources and staff assist parent carers to apply for benefits, Blue Badges and with issues in school and at home. The contract was re-tendered. Barnet Mencap was successful and will continue to provide the service for two years, with an option for another two years from April 21st, 2023. There will be higher expectations with a target to support 420 families per annum. Open Door supports the families of disabled children under five. This includes activities for children and support for parent carers to navigate the health care, education system, and welfare benefits.	Parent carers will have the advice and information they need to support their child and maintain family life. They will feel confident that their child is able to thrive in education, socially and are healthy, and know how to access the support they need.	Parents have improved economic circumstances, are supported with appeals and disputes and are signposted to other services.
£35,000	Parenting Support	Over the year, staff ran parenting programmes online but also reintroduced face to face courses. 89 parents were supported by the parenting project. This is 37 fewer than 2021-22. The staff run two programmes, Family Links and E-Pats (Early Positive Approaches to Support). Staff supported parent carers over the phone who were struggling to manage at home. Staff are also involved in forums to develop the Local Offer, and the Early Help Hubs, and the Special Educational Needs Partnership Board and the Leading Edge groups. The council has extended the contract for parenting support until August 2023, while it reviews parenting programs across Barnet. It will then publish its plans for future support and services.	Parent carers learn skills that help them in their role and increase their Knowledge. They are able to reflect on approaches to parenting	Parent carers feel more confident in their role and their ability to access support when they need it. They also develop connections with other parent carers, and often sustain these after the course has ended.

ACHIEVEMENTS AND PERFORMANCE (continued)

Inputs	Activities	Outputs	Outcomes	Impacts
£50,000	Short Breaks for Children and Young People	Take a Break (TAB) provides short breaks for disabled children and their families. The breaks take place in the community or the family home. The TAB team provided a service for 38 disabled children, the same number as in 2021-22. It has been a difficult year. Families have slowly grown in confidence to use the service as lock-downs have ended, but it has not been easy to recruit and retain staff for the times they are most needed. Barnet Mencap is committed to providing short breaks and has invested its own resources to develop a sustainable model. However this will need to be kept under review so that the service has a financially viable future. Barnet Mencap still finds it hard to recruit and retain the staff it needs to ensure they are available at times families want them. The needs of children have increased, and Take a Break (TAB) strives to train and support the skilled workforce necessary for an effective service. TAB reviewed the service, got feedback from parents through a questionnaire and met commissioners. TAB is providing fewer one-to-one breaks and more for small groups which helps young people to make and keep friendships is more financially viable.	Children develop new interests; parents get a short break from their caring responsibilities.	Children have opportunities to develop skills, make friends and have fun. Parent carers are able to have time for themselves in a way that best suits them

ACHIEVEMENTS AND PERFORMANCE (continued)

Inputs	Activities	Outputs	Outcomes	Impacts
£117,000	Leisure and Learning Projects	The Community Opportunities Project (COPs), which comprises Springboard and Fit2gether, facilitate leisure and learning projects and develops peer support as part of the Bright Futures contract. COPs provided support for 102 people during the year, compared to 128 the previous year. Activities included cook and eat, cultural evenings, meals, day trips, choir, dance, and drama. There were 6 peer support groups attended by 34 people. COPS has entered into a partnership with the University of Hertfordshire. The new project will develop creative ways to engage people with a learning disability to get their views. The COPS team has used small grants to put on activities during Black History Month, a cultural awareness course and activities to mark royal events. Staff take part in the Disability Sports fFrum and begun to work with Swing, an outdoor gym. Warm Spaces is a project that has helped people with a learning disability and their families to deal with high fuel bills and the cost-of-living crisis.	People have had fun and learnt skills. They report the benefits of meeting new people, feeling fitter and less isolated.	People have developed skills and relationships which have helped them to remain as independent as possible. People will have improved physical and mental health.

ACHIEVEMENTS AND PERFORMANCE (continued)

Inputs	Activities	Outputs	Outcomes	Impacts
		Raising awareness of the needs of people with a learning disability and celebrating their contribution to communities is an important part of Barnet Mencap's mission. The programme of work continued and included sessions for Solace Womans Aid, Jewish Care, and Stonegrave Community Centre. There is a new coordinator for the project and 229 people took part in 2022-23. The Have Your Say group is again meeting in person.		Mainstream services have a better understanding of people with a learning disability and autistic people, what is important to them and the support they need. People with a learning disability directly deliver this message.
£331,000	Housing and Support	Equality Housing's Community Link Workers provide support for tenants in their own homes, in the shared houses, and as part of an outreach service. There has been a slight increase in the number of clients supported, 74 this year, compared to 73 last year. Staff also provide a housing management service for the three houses, and collect rents. Barnet Mencap has a new 5-year contract to provide accommodation and support. The team has worked hard to attract new tenants. There has been a difficult period of staff turnover and managing long-term sickness and a lot has been done to improve recruitment and retention. The service is registered with the Care Quality Commission, but the registration is currently dormant as the team is not providing Personal Care. Lucy Clifford was confirmed as the Registered Manager for the service. Healthwatch undertook an Enter and View visit, and provided a positive report on the services provided by the Equality Housing team. The council awarded a small financial uplift.	Tenants live as independently as possible in the community; they do this by learning and maintaining skills, and taking opportunities to develop friendships and relationships through work and volunteering.	People benefit from having a secure home. They have the information and advice to make choices; to live valued lives in the community; to remain safe, healthy and active; and to contribute to their communities.

ACHIEVEMENTS AND PERFORMANCE (continued)

Inputs	Activities	Outputs	Outcomes	Impacts
£96,000	Autism Service	The Autism Service can see people in-person or online. There has been another huge number of people supported by the team, 285, compared with 317 the previous year. This sustained increase in numbers has put pressure on the team and there is a longer wait for autism screening. The South London and Maudsley (SLAM) is not available for diagnosis anymore and staff are developing new referral routes to Camden and Islington Mental Health Trust. The team works hard to facilitate mental health services and people's needs are increasingly complex. The risks for autistic people are included in the Suicide Prevention Strategy. Barnet Mencap has continued to work with the council's autism lead to improve how the Criminal Justice System works for autistic people.	The Autism Service conducted interviews with autistic people as part of Barnet Council's Engagement Strategy. They found that people were very mistrustful of the council, and work continues to address this. Barnet Mencap is represented on the Autism Steering Group and the Leading-Edge Group (LEG). Recognising the needs of autistic people in the youth and Criminal Justice System (CJS) is a key strategic objective nationally and in Barnet. Barnet Mencap's staff collaborate with the police and others to raise awareness of these needs and for autistic people to have better outcomes and experiences when it contacts with the CJS.	
£30,000	Hate Crime	The Hate Crime Reporting Project has been funded for another three years. The Coordinator continues to run training and workshops across the borough and has worked with Barnet's new Victim's Hub Coordinator, so that disabled people affected by crime get the right support. The Safe Places scheme has been developed, with more sites, new display stickers, and information for participants. Hate Crime Week was a chance to hold street stalls and events and to engage with members of the public. There was a popular online conference looking at how women can be disproportionately affected by hate crime, and helping to make links between combating hate crime and the violence against women and girls (VAWG) Strategy. The films about hate crime, produced by Middlesex University, won a prize at the National Learning on Screen Awards. Barnet Mencap staff spoke about restorative justice and how it can benefit people with a learning disability at the Why Me? Conference.	More local residents understand how to report Hate Crimes and are confident to do so.	Recognising and responding to hate crime helps Barnet to have a safe and more coherent community

ACHIEVEMENTS AND PERFORMANCE (continued)

Inputs	Activities	Outputs	Outcomes	Impacts
£134,000	Working For You	Working For You saw 223 referrals, a slight decrease after a significant rise in 2022. The team continues to advise people with a learning disability and autistic people on their right to benefits, to apply for a Freedom Pass or Blue Badge, and to signpost people to other appropriate services. The team has developed great resources to help people with the cost-of-living crisis, fuel bills, and other pressures they face in their daily lives	People are given information about the services and support available.	More people with a learning disability and autistic people can make decisions about their lives and obtain the support they need.
£55,000	Project 300	The Project 300 Team continues to make regular phone calls and visits to 137 people. Staff have built strong relationships with families and are able to quickly make referrals to the Barnet Learning Disability Service where it is needed. In the past year families have attended coffee mornings at our Station Road premises , to listen to speakers and to share experiences.	People feel supported and appreciate a point of contact, who can link them to other services.	People benefit from sensitive, pro-active support that prevents their needs increasing.
£32,000	Employment Service	The Employment Service secured 16 jobs for people with a learning disability or autistic people. This is a strong performance after two difficult years. The new Caseworker has done a lot to promote Bright Futures, engage with employers and partners, and to support 73 people through the weekly Job Club or to develop CVs.	People have the support to apply for jobs and training	More disabled people are economically active, and inspire other people to work

ACHIEVEMENTS AND PERFORMANCE (continued)

Barnet Mencap's new Business Plan (2022- 25) sets out what the organisation wants to achieve and how its work will make a difference to the lives of people with a learning disability and autistic people. Much of the work is funded through larger grants and contracts. Small amounts of money can have an impact, though, and help Barnet Mencap to develop new projects. Barnet Mencap sets out its objectives for the year in the development plans.

- a) The Project Support team carries out Barnet Mencap's business functions and maintains high standards of governance. It ensures that its systems run effectively, keeps records and meets its legal obligations. This includes the finance procedures, communications, training, health and safety, and HR. In 2022-23 the team reviewed the salary scales, and helped Barnet Mencap to again pay increments, implemented the pay award and looked at ways to support staff wellbeing.
- b) The Fundraising Coordinator helped to bring in, or secure through long term grants, over £200,000 , as well as donations of devices, gift vouchers, food, and more in 2022-23. This comes from grant applications or community activities. These can be a good way to reach new people and help us to publicise Barnet Mencap's work, as well as raising much-needed funds. Four volunteers cycled from London to Brighton, and a member of staff completed the Royal Parks Half Marathon.
- c) Barnet Mencap's CEO has been in post for over twenty years. In 2022-3 it was agreed that he would reduce his working days. This gave the charity an opportunity to create a Deputy CEO post, who could bring innovative ideas and energy, and an appointment meeting was made in February. This structure should help to strengthen leadership at Barnet Mencap and assist with longer-term succession planning. There were further adjustments to the staffing structure, with the establishment of Deputy posts for COPs and the Children's Team and a revision of other scales and increments, as part of a wider pay award review.
- d) Barnet Mencap developed a Communication Strategy and received support to do this from MediaTrust. The aim of this is to communicate more effectively with stakeholders and to have more impact. Barnet Mencap increased its social media presence and took part in local campaigns. It supported Barnet Safeguarding Adults Board's work to promote awareness of safeguarding and the support available for communities that are often marginalised.
- e) Barnet Mencap built on the interest in dementia, and the risks for people with Learning disabilities and their carers. It looked at the pathways for people to get a diagnosis of dementia, the support they need, and contributed to the borough-wide Dementia Action Plan. Staff worked closely on the project with Age UK Barnet and Barnet Carers' Centre.
- f) Partnerships are important to Barnet Mencap. Mencap Working with other charities, that have expertise in another field, helps Barnet Mencap improve services and the lives of people with a learning disability and their families. It has continued to strengthen its working relationship with Barnet Carers' Centre and worked with Mind in Barnet and Resources for Autism to address to the mental health needs of autistic people. Staff spoke about the issues on World Mental Health Day.
- g) As well as its work with other Voluntary and Community Sector (VCS) colleagues, Barnet Mencap collaborates closely with the Barnet Learning Disability Service. The two organisations again hosted the My Health Matters event.
- h) More formally, Barnet Mencap attends various Board meetings. It uses this as an opportunity to highlight the needs of children and adults with a learning disability and autistic people, and to work with mainstream organisations to address those needs. It now attends the VCS/ Children's partnership and has looked at issues like home-schooling. It attends the SEND Board.

ACHIEVEMENTS AND PERFORMANCE (continued)

- i) In March 2022 the Board approved Barnet Mencap's Business Plan for 2022-25 and Fundraising Strategy. Over the year, the Board has monitored the implementation of the plans, so that it is confident that progress has been made. Trustees have used the Charity Code to reflect on their own performance and the governance of Barnet Mencap.
- j) Barnet Mencap carried out further work on its Equality, Diversity, and Inclusion (EDI) Action Plan. Staff attended anti-racism training, short task and finish groups focused on disability, and took part in a workshop on inter-sectionality at the Barnet Together Conference. Barnet Mencap now has an Equalities Champion on the Board and for the workforce.

FINANCIAL REVIEW

Barnet Mencap had another good year financially in 2022/23, finishing with a net in-year surplus of £23,921, and our unrestricted reserves increased by £40,985 to £645,771. Of these unrestricted reserves the Board has designated £169,485 for specific purposes leaving our usable reserves at a healthy £476,286, around £94,000 more than twelve months ago.

Our total income in 2022/23 was ££1,368,274, some £131,666 less than in 2021/22, while total expenditure was £1,329,803, similar to our 2021/22 expenditure of £1,329,803. Our major source of funding remains the London Borough of Barnet, mainly through contracts which accounted for 49% of our income (45% in 2021/22). The Charity maintains a close watch on opportunities to bid for further contracts and grants and has had some excellent results during the year. Other than contracts and grants we have been seeking to increase our resources through fundraising, donations and/or sponsorship for specific projects.

Most of our expenditure relates to staffing costs. At £963,253 these were 72.4% of the total, a slight drop from 2021/22 in percentage terms from 73.2%. The market value of our investments fell by £17,064, reflecting the volatility of both the stock and property markets.

Although Barnet Mencap is in a relatively strong financial position we are concerned at the present economic situation, which impacts our service users and staff directly as well as the organisation itself. Whilst it is encouraging to see the rate of inflation falling it should not be forgotten that prices are still rising. Pressures still remain with the ongoing conflict in the Ukraine and energy prices in particular. There is also growing concern with the funding of local government with several authorities experiencing difficulties in remaining within budget and decreasing reserves largely due to expenditure on social care and children's services.

Reserves Policy

Barnet Mencap has determined that its level of unrestricted usable reserves should be in the region of two to three months of annual unrestricted expenditure. As stated above our usable reserves stood at £476,286 at 31st March 2023 which falls above the policy requirement. The Board will be considering further use of these reserves while bearing in mind the uncertainties referred to in the previous paragraph above.

PRINCIPAL RISKS AND UNCERTAINTIES

Barnet Mencap has a Risk Register that helps to identify and manage principal risks and uncertainties that affect the charity in the past year these have included :

1. Recruitment and Retention

For a second consecutive year Barnet Mencap has been affected by departures in key posts and difficulties in general to recruit the staff needed to run services effectively. This is especially true for Equality Houseing, where the team has had to cover vacancies and sickness absences, and Take a Break, which makes it harder to provide breaks at the time families want them.

Barnet Mencap undertook a pay review. It increased pay, revised the salary scales, and was able to pay increments again for staff who are eligible. It recognises the pressure on staff caused by the cost-of-living crisis and will continue to improve staff remuneration where this is affordable.

2. Workloads

Staff and volunteers face pressure too from increased workloads. There is a high volume of demand for support, with more referrals, and more complex needs. It is difficult to get additional funding to meet these needs. The Autism Service and Childrens Team, in particular have had to manage a lot of referrals

3. Property

Station Road is a great new asset for Barnet Mencap. Staff have put on a wide range of activities for people with a learning disability and their families. But there are still a number of practical issues to be resolved with the council. The utility accounts still have to be transferred. There have been problems with the boiler and heating system. Sharing the site with Age UK Barnet has a lot of potential benefits. There have been strains as staff establish their working relationships and communication systems.

4. Equality Housing

There are good levels of satisfaction from people who use the Equality Housing service. It is still difficult to attract prospective tenants and fill voids in the shared houses. The Equality Team is still working with the council to resolve the dispute over uplifts-increased funding for some of the tenants.

5. Parenting Support

The council intends to review all of its parenting support programmes. For this reason it has only so far agreed to fund Barnet Mencap's parenting courses until August 2023. It is likely that there will be a tender later in the year and a new contract for parenting support from April 2024. Barnet Mencap remains strongly committed to this work and the need for it.

6. Safeguarding Incident

In January 2023 a serious safeguarding concern was reported. A member of staff was alleged to have stolen money from three tenants. This was investigated and the staff was dismissed and reported to the Disclosure and Barring system. This was also reported to the Charity Commission as a serious incident. The tenants were provided with support and an Action Plan put in place to reduce the risks of anything similar happening in the future.

PLANS FOR THE FUTURE

Barnet Mencap continues to implement its Business Plan, and staff set out their goals for the year in new Development Plans.

The Bright Futures contract has been extended until August 2024. The service continues to expand and in 2023-24 Project 300 staff will undertake pre-review work with the families they support and expect to start the Progression Review work later in the year. Staff have identified new areas of work, where there may be hidden need, for example, for parents with a learning disability.

The Autism Service will find better ways to report on the work they do, to reflect the range of support the team provides for autistic people. They will set out the type of service autistic people need and share this with the commissioners. The team has identified a long-standing gap in services and will work with local partners to set up an effective counselling service for the autistic people, and to improve their access to a mental health services.

Barnet Mencap will develop its Equalities Action Plan, building on the anti-racism commitments and work around disability. In 2023-24 the focus will be on gender, both for the workforce and in service delivery.

STRUCTURE, GOVERNANCE, MANAGEMENT

1. Barnet Mencap is a registered charity No. 1089388 and a company limited by guarantee No. 04274621. It is governed by a Memorandum and Articles of Association and uses a Membership model.
2. There are eight Trustees on the Board, who are also the Directors. The Board meets at least four times a year at Ordinary Trustee Meetings. It sets the strategic direction for the organisation and has the overall responsibility for the running of Barnet Mencap, which is delegated on a day-to-day operational basis to the Chief Executive, Ray Booth.
3. New directors follow a written Induction Policy. They have a mentor - an experienced director - and there is a training plan for the whole Board. Child Protection and Safeguarding Adults at Risk are compulsory courses.
4. In January 2023, the following roles were voted by the Board:
 - Chair of Trustees role was appointed to Sheila Oliver.
 - Vice Chair role was appointed to Kate Tokley.
 - Treasurer role was appointed to Mike Wiffen.
5. The Chief Executive has a Board approved annual "Key Objectives" document and has Quarterly Reviews with the Chair of Trustees to examine progress towards the annual objectives as well as challenge and support for his leadership of the organisation.
6. The agenda at each Ordinary Trustee Board meeting includes:
 - A report from the Chief Executive, summarising key events, new developments and progress regarding the annual Work Programme.
 - A finance report, prepared by the Treasurer, with an update on the budget position, reserves, investment news and consideration of financial risks, The Treasurer also prepares the annual accounts, which are presented to the Board for approval.
 - A HR report, prepared by the Vice Chair, with an update on policies and staffing issues and improvements.
7. Barnet Mencap's two sub-committees (Human Resources and Finance) have the Board represented by a Quorum of two Directors as well as Senior Managers and the CEO in attendance.
8. Trustees meet with managers formally through Committees or informally at publicity or fundraising events for the charity.
9. The Board reviewed how well it complies with the Charity Governance Code and, based on this, set out areas for improvement in its work-plan.
10. The Board makes decisions at each meeting based on reports from the Chief Executive and recommendations from the Finance Committee and HR Committee. The directors hear reports from a senior manager at the beginning of Ordinary Board meetings.

STRUCTURE, GOVERNANCE, MANAGEMENT (continued)

11. Governance is addressed continuously by working through the Charity Commission "Code Of Governance" and at an annual Trustee Away Day where the Chief Executive is invited to participate as Trustees review and develop the Business Plan.
12. The Board sets pay and remuneration following discussions and recommendations to the full Board at Ordinary Meetings by both sub-committees, for all paid staff each year. Pay scales and progression were reviewed in 2022/23 and the new arrangements were in place for April 2023, along with a general pay increase.
13. Barnet Mencap continues to have a strong commitment to partnership working and will continue to look at external partnerships throughout 2023/24. The organisation works with Royal Mencap Society on a number of projects and through the Me20 group, a national group of Mencap members.

Barnet Mencap is an active member of Barnet Together, which was set up to coordinate the efforts of the voluntary sector in its efforts to support local residents. Barnet Together has continued to meet over the year and has been a key driver to develop work with the statutory services and across the Voluntary and Community Sector.

Locally, Barnet Mencap is part of the Wellbeing Hub's Steering Group, the Learning Disability Strategic Partnership and a member organisation of Healthwatch Barnet, and continues to actively pursue tenders and contracts as a partner, where this will benefit children and adults with a learning disability and/or autistic people and family carers.

Statement of responsibilities of the trustees

The trustees (who are also directors of charitable company for the purposes of company law) are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

STRUCTURE, GOVERNANCE, MANAGEMENT (continued)

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice 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 charity will continue in operation

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

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees at 31 March 2022 was eight (2022: eight). The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Statement as to disclosure to our auditors

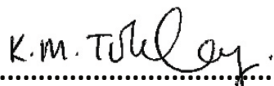
In so far as the trustees are aware:

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

Auditors

Goldwins limited were re-appointed as the auditors of the charitable company during the year and have expressed their willingness to continue in that capacity.

The trustees' annual report has been approved by the trustees on 12th October 2023 and signed on their behalf by:



Kate Tokley, Acting Chair of Trustees

Independent Auditor's Report to the Members of Barnet Mencap

Opinion

We have audited the financial statements of Barnet Mencap (the 'Charity') for the year ended 31 March 2023 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of cash flows and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of its income and expenditure for the year then ended:
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

Independent Auditor's Report to the Members of Barnet Mencap

We have nothing to report in this regard.

Opinion on other matter prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report (incorporating the directors' report) have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

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

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of the trustees

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

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

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

Independent Auditor's Report to the Members of Barnet Mencap

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [\[www.frc.org.uk/auditorsresponsibilities\]](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

Use of our report

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



.....
Anthony Epton (Senior Statutory Auditor)
for and on behalf of
Goldwins Limited
Statutory Auditor
Chartered Accountants
75 Maygrove Road
West Hampstead
London NW6 2EG

19 October 2023

Barnet Mencap Limited
Statement of Financial Activities
(incorporating an income and expenditure account)
For the year ended 31 March 2023

	Note	Unrestricted £	Restricted £	Total £	Total £
Income from:					
Donations, subscriptions and legacies	3	50,519	-	50,519	34,897
Charitable activities:	4				
Equality Housing		502,962	337,161	840,123	911,527
Community Services (Children)		11,517	133,338	144,855	204,657
Community Services (Adults)		71,640	220,448	292,088	310,277
Employment Opportunities		-	32,000	32,000	32,000
Investment Income	5	8,789	-	8,789	6,682
Total income		645,427	722,947	1,368,374	1,500,040
Expenditure on:					
Raising funds	6	15,558	-	15,558	17,822
Charitable activities:	6				
Equality Housing		426,258	354,406	780,664	734,501
Community Services (Children)		49,451	135,192	184,643	196,058
Community Services (Adults)		98,525	218,413	316,938	325,064
Employment Opportunities		-	32,000	32,000	32,000
Total expenditure		589,792	740,011	1,329,803	1,305,445
Net income / (expenditure) before net gains / (losses) on investments		55,635	- (17,064)	38,571	194,595
Net gains / (losses) on investments		(14,650)		(14,650)	11,615
Net income / (expenditure) for the year		40,985	- (17,064)	23,921	206,210
Transfers between funds				-	-
Net income / (expenditure) before other recognised gains and losses		40,985	- (17,064)	23,921	206,210
Gains / (losses) on revaluation of fixed assets		-	-	-	-
Actuarial gains / (losses) on defined benefit pension schemes		-	-	-	-
Other gains / (losses)		-	-	-	-
Net movement in funds		40,985	- (17,064)	23,921	206,210
Reconciliation of funds:					
Total funds brought forward		604,786	108,785	713,571	507,361
Total funds carried forward		645,771	91,721	737,492	713,571

All of the above results are derived from continuing activities.
There were no other recognised gains or losses other than those stated above.
The attached notes form part of these financial statements.

Barnet Mencap Limited
Statement of Financial Activities
(incorporating an income and expenditure account)
For the year ended 31 March 2023

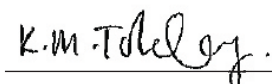
	Note	2023 £	2023 £	2022 £	2022 £
Fixed assets:					
Tangible assets	10		4,795		7,043
Investments	11		<u>166,512</u>		<u>181,162</u>
			171,307		188,205
Current assets:					
Debtors	12	109,323		81,937	
Cash at bank and in hand		<u>559,139</u>		<u>532,400</u>	
		668,462		614,337	
Liabilities:					
Creditors: amounts falling due within one year	13	<u>102,277</u>		<u>88,971</u>	
Net current assets / (liabilities)			<u>566,185</u>		<u>525,366</u>
Total assets less current liabilities			<u>737,492</u>		<u>713,571</u>
Total net assets / (liabilities)			737,492		713,571
Funds	15				
Restricted funds			91,721		108,785
Unrestricted funds:					
Designated funds		169,485		222,343	
General funds		<u>476,286</u>		<u>382,443</u>	
Total unrestricted funds			<u>645,771</u>		<u>604,786</u>
Total funds			<u>737,492</u>		<u>713,571</u>

The financial statements have been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

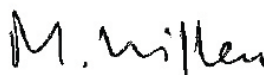
Approved by the trustees on

...12th October 2023...

and signed on their behalf by:



Kate Tokley
Acting Chair



Mike Wiffen, BA(Hon) CPFA
Treasurer

Company Registration No.
04274621

The attached notes form part of the financial statements.

Barnet Mencap Limited
Statement of Financial Activities
(incorporating an income and expenditure account)
For the year ended 31 March 2023

	Note	2023	2023	2022	2022
		£	£	£	£
Net cash provided by / (used in) operating activities	16		20,680		241,123
Cash flows from investing activities:					
Interest/ rent/ dividends from investments		8,789		6,682	
Sale/ (purchase) of fixed assets		(2,730)		-	
Sale/ (purchase) of investments		-		-	
Cash provided by / (used in) investing activities			6,059		6,682
Cash flows from financing activities:					
Repayments of borrowing		-		-	
Cash inflows from new borrowing		-		-	
Receipt of endowment		-		-	
Cash provided by / (used in) financing activities			-		-
Change in cash and cash equivalents in the year			26,739		247,805
Cash and cash equivalents at the beginning of the year			532,400		284,595
Change in cash and cash equivalents due to exchange rate movements			-		-
Cash and cash equivalents at the end of the year	17		559,139		532,400

1 Accounting policies

a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities:

Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102 - effective 1 January 2015) - (Charities SORP FRS 102) and the Companies Act 2006.

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

b) Going concern

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern. Key judgements that the charitable company has made which have a significant effect on the accounts include estimating the liability from multi-year grant commitments. The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

c) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred. Income received in advance for the provision of specified service is deferred until the criteria for income recognition are met.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

d) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised so refer to the trustees' annual report for more information about their contribution.

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

e) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

f) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity.

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

g) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise of trading costs and the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- Expenditure on charitable activities includes the costs of delivering services and other activities undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

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

h) Allocation of support costs

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 Charity's activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 6.

i) Operating leases

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

j) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £1,000. Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

Office Equipment	20%
Fixtures and fittings	20%
Personal Computer equipment	50%
Larger Computer equipment	25%

k) Listed investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. Any change in fair value will be recognised in the statement of financial activities.

l) Stocks

Stock is included at the lower of cost or net realisable value. Donated items of stock are recognised at fair value which is the amount the charity would have been willing to pay for the items on the open market.

m) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

n) Cash at bank and in hand

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

o) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

p) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

q) Pensions

Barnet Mencap provides a defined-contribution pension scheme through The People's Pension in line with the Government's auto-enrolment regulations.

2 Detailed comparatives for the statement of financial activities

	2022 Unrestricted £	2022 Restricted £	2022 Total £
Income from:			
Donations, subscriptions and legacies	34,897	-	34,897
Charitable activities:			
Equality Housing	454,519	457,008	911,527
Community Services (Children)	14,765	189,892	204,657
Community Services (Adults)	78,445	231,832	310,277
Employment Opportunities	-	32,000	32,000
Investments	6,682	-	6,682
Total income	<u>589,308</u>	<u>910,732</u>	<u>1,500,040</u>
Expenditure on:			
Raising funds	17,822	-	17,822
Charitable activities:			
Equality Housing	291,987	442,514	734,501
Community Services (Children)	15,175	180,883	196,058
Community Services (Adults)	105,966	219,098	325,064
Employment Opportunities	-	32,000	32,000
Total expenditure	<u>430,950</u>	<u>874,495</u>	<u>1,305,445</u>
Net income / expenditure before gains / (losses) on investments	158,358	36,237	194,595
Net gains / (losses) on investments	11,615	-	11,615
Net income / expenditure	169,973	36,237	206,210
Transfers between funds			-
Net income / (expenditure) before other recognised gains and losses	169,973	36,237	206,210
Gains / (losses) on revaluation of fixed assets	-	-	-
Actuarial gains / (losses) on defined benefit pension scheme	-	-	-
Other gains / (losses)	-	-	-
Net movement in funds	169,973	36,237	206,210
Total funds brought forward	<u>434,813</u>	<u>72,548</u>	<u>507,361</u>
Total funds carried forward	<u>604,786</u>	<u>108,785</u>	<u>713,571</u>

3 Income from donations and legacies

	Unrestricted	Restricted	2023 Total	2022 Total
	£	£	£	£
	28,328	-	28,328	27,485
	11,540	-	11,540	7,412
	<u>10,651</u>	<u>-</u>	<u>10,651</u>	
	<u>50,519</u>	<u>-</u>	<u>50,519</u>	<u>34,897</u>

4 Income from charitable activities

	Unrestricted	Restricted	2023 Total	2022 Total
	£	£	£	£
Equality Housing				
London Borough of Barnet (LBB)				
Contracts	70,350	319,030	389,380	389,671
LBB Grant	-	1,721	1,721	52,855
Other Grants	-	16,410	16,410	14,482
Other income	<u>432,612</u>	<u>-</u>	<u>432,612</u>	<u>454,519</u>
Total for Equality Housing	502,962	337,161	840,123	911,527
Community Services (Children)				
LBB Contract	-	98,338	98,338	114,821
LBB Grant	-	-	-	34,278
Other Grants	-	35,000	35,000	40,793
Other income	<u>11,517</u>	<u>-</u>	<u>11,517</u>	<u>14,765</u>
Total for Community Services (Children)	11,517	133,338	144,855	204,657
Community Services (Adults)				
LBB Contract	-	152,500	152,500	142,700
LBB Grant	-	-	-	42,443
MOPAC Hate Crime Contract	-	30,000	30,000	30,000
Other Grants	-	31,112	31,112	16,689
Other income	<u>71,640</u>	<u>6,836</u>	<u>78,476</u>	<u>78,445</u>
Total for Community Services (Adults)	71,640	220,448	292,088	310,277
Employment Opportunities				
LBB Contract	-	32,000	32,000	32,000
Total for Employment Opportunities	-	32,000	32,000	32,000
Total income from charitable activities	<u>586,119</u>	<u>722,947</u>	<u>1,309,066</u>	<u>1,458,461</u>

5 Income from investments

	Unrestricted	Restricted	2023 Total	2022 Total
	£	£	£	£
Bank interest	856	-	856	71
Investment income	<u>7,933</u>	<u>-</u>	<u>7,933</u>	<u>6,611</u>
	<u>8,789</u>	<u>-</u>	<u>8,789</u>	<u>6,682</u>

6 Analysis of expenditure

Charitable activities									
	Basis of allocation	Cost of raising funds £	Equality Housing £	Community Services (Children) £	Community Services (Adults) £	Empl'ment Opps £	Support & Governance costs £	2023 Total £	2022 Total £
Staffing	Direct	10,689	510,000	116,899	188,365	-	-	825,953	827,815
Premises	Direct	-	37,430	4,147	21,986	-	-	63,563	49,310
Supplies & Services	Direct	643	81,816	2,457	6,050	32,000	-	122,966	114,579
Activities	Direct	-	2,197	6,053	18,306	-	-	26,556	25,967
Sundries	Direct	55	1,991	595	1,138	-	-	3,779	2,668
<u>Support costs</u>									
Management/Strategy	Time	-	33,805	18,780	22,536	-	75,121	75,121	63,865
Finance	Time	1,248	9,975	6,666	8,602	-	26,491	26,491	32,506
Human Resources	Staff Nos	464	10,483	5,101	7,623	-	23,671	23,671	25,125
General Administration	Time/Staff	1,223	22,884	9,491	14,939	-	48,537	48,537	36,315
Premises	Space	825	44,904	9,251	16,610	-	71,590	71,590	78,488
Postage/Print/Stationery	Usage	30	5,166	1,071	3,377	-	9,644	9,644	16,146
IT	Staff Nos	381	<u>20,013</u>	<u>4,132</u>	<u>7,406</u>	-	<u>31,932</u>	<u>31,932</u>	<u>32,661</u>
		15,558	780,664	184,643	316,938	32,000	286,986	1,329,803	1,305,445
Support costs		-	-	-			(286,986)		285,106
Total expenditure 2022		15,558	780,664	184,643	316,938	32,000	-	1,329,803	
Total expenditure 2022		17,822	734,501	196,058	325,064	32,000	-	1,305,445	

Of the total expenditure, £589,792 was unrestricted (2022: £430,950) and £740,011 was restricted (2022: £874,495).

7 Net income / (expenditure) for the year

This is stated after charging / (crediting):	2023	2022
	£	£
Operating lease rentals:		
Property	65,000	65,000
Other equipment	-	-
Depreciation	5,030	4,437
Auditor's remuneration - Audit Fees	3,600	3,600

8 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:	2023	2022
	£	£
Salaries and wages	870,061	874,014
Social security costs	74,087	62,918
Employer's contribution to defined contribution pension schemes	19,105	18,954
Redundancy and Termination costs		-
	963,253	955,886

No employees received employee benefits (excluding employer pension) totalling £60,000 or above during the year.

The total employee benefits including pension contributions of the key management personnel were £209,357 (2022; £175,910).

The charity trustees were not paid nor received any other benefits from employment with the Trust in the year (2022: £nil). No trustees were reimbursed expenses during the year (2022: £nil). No charity trustee received payment for professional or other services supplied to the charity (2022: £nil).

Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2023	2022
	No.	No.
Charitable activities:-		
Equality Housing	22	23
Community Services (Adults)	22	18
Community Services (Children)	10	6
Support	8	6
	62	53

9 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

10 Tangible fixed assets

	Office Equipment £	Other Furn & Equipment £	Total £	Total £
Cost				
At the start of the year	50,551	26,119	76,670	76,670
Additions in year	-	2,730	2,730	-
Disposals in year	-	-	-	-
At the end of the year	<u>50,551</u>	<u>28,849</u>	<u>79,400</u>	<u>76,670</u>
			-	
Depreciation				
At the start of the year	44,799	24,828	69,627	65,190
Charge for the year	4,017	961	4,978	4,437
Eliminated on disposal	-	-	-	-
At the end of the year	<u>48,816</u>	<u>25,789</u>	<u>74,605</u>	<u>69,627</u>
Net book value				
At the end of the year	<u>1,735</u>	<u>3,060</u>	<u>4,795</u>	<u>7,043</u>
At the start of the year	<u>5,752</u>	<u>1,291</u>	<u>7,043</u>	<u>11,480</u>

All of the above assets are used for charitable purposes.

11 Investments

	2023 £	2022 £
Investments at fair value:		
Investment funds	<u>166,512</u>	<u>181,162</u>
	<u>166,512</u>	<u>181,162</u>
Movements		
Market value at the start of the year	181,162	169,547
Additions at cost		-
Disposals at carrying value		-
Net gain / (loss) on revaluation	<u>(14,650)</u>	<u>11,615</u>
Market value at the end of the year	<u>166,512</u>	<u>181,162</u>

The following holdings constituted 5% or more of the total portfolio:

6,556.308 units in Charifund	58.41%	57.17%
28,310.388 units in Charibond	18.63%	18.44%
30,640.000 units in Charities Properties Fund	22.96%	24.39%

12 Debtors

	2023	2022
	£	£
Trade and other debtors	87,559	60,105
Prepayments	21,764	21,832
	109,323	81,937

13 Creditors: amounts falling due within one year

	2023	2022
	£	£
Trade and other creditors	9,011	29,748
Taxation and social security	25,042	21,887
Accruals	33,154	37,336
Deferred income	35,070	-
	102,277	88,971

Deferred income

	2023	2022
	£	£
Balance at the beginning of the year	-	12,745
Amount released to income in the year	-	(12,745)
Amount deferred in the year	35,070	-
Balance at the end of the year	35,070	-

14 Analysis of net assets between funds (as at 31 March 2023)

	General unrestricted	Designated	Restricted	Total funds
	£	£	£	£
Tangible fixed assets	4,793			4,793
Investments	166,512			166,512
Net current assets	283,379	170,023	112,785	566,187
Net assets at the end of the year	454,684	170,023	112,785	737,492

Analysis of net assets between funds (previous year for comparison)

	General unrestricted	Designated	Restricted	Total funds
	£	£	£	£
Tangible fixed assets	7,043			7,043
Investments	181,162			181,162
Net current assets	194,238	222,343	108,785	525,366
Net assets at the end of the year	382,443	222,343	108,785	713,571

15 Movements in funds

	At 1 April 2022 £	Income £	Expenditure £	Transfers £	At 31 March 2023 £
Restricted funds:					
LBB COPS/Ronak	139				139
LDDF Carers Sub-Group	1,796				1,796
MOPAC - Hate Crime	18,913	30,000	28,816		20,097
Royal Mencap Society EPATS	11,984				11,984
LBB - Covid-19	44,542				44,542
John Lyons Charity - Open Door	4,796	35,000	33,255		6,541
Baily Thomas - Core Support	14,398		14,398		-
Clifford Chance - Safe Places	1,971		1,971		-
Age UK - Project 300	300		300		-
University Coll. Hosp - Cancer Screening		7,000	5,839		1,161
John Lyons Charity - Cost of Living	-	7,000	7,000		-
Young Barnet Foundation - Warm Spaces		9,000	3,539		5,461
Bosher-Hinton Foundation		1,000	1,000		-
Other Restricted Funds	9,946	633,947	643,893		-
Total Restricted funds	108,785	722,947	740,011	-	91,721
Unrestricted funds:					
Designated funds:					
Office Rent/Dilapidations Reserve	90,000			10,000	100,000
Community Service Fund (Welfare)	522				522
Sherrick House - Contingency	6,084		125	(5,959)	-
Equality Housing - Shared Houses					
Maintenance & Refurbishment	17,403				17,403
Voids	17,035				17,035
Time Out Reserve	468		468		
NNLS - Autism Project	5,831		1,306		4,525
Covid-19 Contingency	50,000			(50,000)	-
Station Road - start-up	5,000		10,959	5,959	-
Hendon Lane - Improvements Fund	10,000				10,000
Recruitment & Retention initiatives	20,000				20,000
Total Designated funds	222,343	-	12,858	(40,000)	169,485
General funds	382,443	645,427	591,584	40,000	476,286
Total unrestricted funds	604,786	645,427	604,442	-	645,771
Total funds	713,571	1,368,374	1,344,453	-	737,492

Movements in funds
(previous year for comparison)

	At 1 April 2021 £	Income £	Expenditure £	Transfers £	At 31 March 2022 £
Restricted funds:					
LBB COPS/Ronak	310		171		139
LDDF Carers Sub-Group	1,796				1,796
MOPAC - Hate Crime	18,605	30,000	29,692		18,913
Royal Mencap Society EPATS	12,397		413		11,984
LBB - Covid 19	29,751	76,618	61,827		44,542
LBB - Covid 19 Shared Houses	-	34,661	34,661		-
LBB - Covid 19 Recruitment & Retention	-	15,799	15,799		-
LBB - Covid 19 - Vaccination		2,050	2,050		
City of London Bridge Trust	2,016		2,016		
Royal Mencap Society Let's Get Digital	2,700		2,700		-
John Lyons Charity - Open Door		35,000	30,204		4,796
Baily Thomas		28,796	14,398		14,398
Clifford Chance - Safe Places		4,000	2,029		1,971
Age UK - Project 300		4,000	3,700		300
Other Restricted Funds	4,973	679,808	674,835		9,946
Total Restricted funds	72,548	910,732	874,495	-	108,785
Unrestricted funds:					
Designated funds:					
Office Rent/Dilapidation's Reserve	80,000	-	-	10,000	90,000
Community Service Fund (Welfare)	522	-	-	-	522
Sherrick House				-	
Maintenance & Refurbishment	1,399	-	1,399	-	-
Contingency Fund	15,000	-	8,916		6,084
Equality Housing - Shared Houses				-	
Maintenance & Refurbishment	2,403	-	-	15,000	17,403
Voids	7,035	-	-	10,000	17,035
Time Out Reserve	643	-	175	-	468
NNLS - Autism Project	11,800		5,969		5,831
Covid-19 Contingency	50,000				50,000
Station Road - start-up				5,000	5,000
Hendon Lane Office - improvement fund				10,000	10,000
Recruitment & Retention Initiatives				20,000	20,000
Total Designated funds	168,802	-	16,459	70,000	222,343
General funds	266,011	600,923	414,491	(70,000)	382,443
Total unrestricted funds	434,813	600,923	430,950	-	604,786
Total funds	507,361	1,511,655	1,305,445	-	713,571

Purposes of restricted funds

The COPS Ronak Project Reserve Fund is for the purpose of continuing project activities.
The LDDF Carers Sub Group Reserve Fund is for funding the Valuing Carers Day.
The Hate Crime Reserve Fund is for increasing awareness of hate crime.
The Royal Mencap Society EPATS Fund is to support parents of children with special needs.
LBB Covid-19 was to meet additional costs relating to the pandemic.
Baily Thomas grant was towards core costs.
John Lyons Charity Open Door is to support parents and carers of young children.
AgeUK Project 300 was to build relationships with people with learning disabilities.
Boshier Hinton was for equipment at Station Road.
Young Barnet Foundation Warm Spaces is for support with cost of living difficulties.
John Lyon's Charity cost of living to support core costs.
University College London Hospital Cancer Screening for increased take-up by people with learning disabilities.
Clifford Chance Safe Places to facilitate safer environments for people with learning disabilities.

Purposes of designated funds

The Office Rent/Dilapidation Reserve Fund is for potential commitments arising under the Office Lease.
The Community Service Fund (Welfare) is for special items to support individuals or families lacking other sources.
The Sherrick House Reserve Funds were for works to the House and unexpected costs
The Equality Housing-Shared Housing Reserve Funds are for improvements to the Houses and excessive voids
The Time Out Reserve Fund was for the purpose of continuing activities.
NNLS Autism Project is funding from the New North London Synagogue for those with autism.

Recruitment and Retention are monies set aside to improve both.
Hendon Land Improvements Fund is to enhance main office.
Station Road Start-up was for setting-up the new facilities.
Covid-19 contingency was to meet any unexpected costs that might have arisen.

16 Reconciliation of net income / (expenditure) to net cash flow from operating activities

	2023 £	2022 £
Net income / (expenditure) for the reporting period (as per the statement of financial activities)	23,921	206,210
Depreciation	4,978	4,437
Interest, rent and dividends from investments	(8,789)	(6,682)
(Gains)/ losses on investments	14,650	(11,615)
(Increase)/ decrease in debtors	(27,386)	70,231
Increase/ (decrease) in creditors	13,306	(21,458)
Net cash provided by / (used in) operating activities	20,680	241,123

17 Analysis of cash and cash equivalents

	At 1 April 2022	Cash flows	Other changes	At 31 Mar 2023
	£	£	£	£
Cash at bank and in hand	532,400	26,739		559,139
Deposits (less than three months)				-
Total cash and cash equivalents	532,400	26,739	-	559,139

18 Operating lease commitments

Total future minimum lease payments under non-cancellable operating leases are as follows:

	Property 2023	2022
	£	£
Less than 1 year	65,000	65,000
1 - 5 years	260,000	260,000
	325,000	325,000

19 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. Each member is liable to contribute a sum not exceeding £1 in the event of the charity being wound up.

20 Related party transactions

During the year there were related parties transactions as follows:

Name of Key Management Personnel: Samantha Bishop

Gary Bishop (Husband of Samantha Bishop) provided gardening and clearance work to the charity in the amount of £380 (2022: £630)

(Steve Clare (Stepfather of Samantha Bishop) provided building and house clearance work to the charity in the amount of £697 in 2022)

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties

BARNET MENCAP

England & Wales - Charity number 1089388

Accounts

Report and Financial Statements

For the year ended 31st March 2022

Barnet Mencap

A company Limited by Guarantee

Charity number 1089388

Company number 04274621

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Legal and Administrative Details for the Year Ended 31st March 2022

Status:	Registered as a company limited by guarantee (No. 04274621) on 21 August 2001, and as a charity (No.1089388) on 19 November 2001.	
	Barnet Mencap took over the activities of the Borough of Barnet Society for Mentally Handicapped Children and Adults (charity number 245086) on 1 April 2003.	
	The Directors are Trustees for the purposes of Charity Law.	
	In the event of the company being wound up, the liability of Members is limited to £1 per member of the company.	
Charity Number	1089388	
Company Number	04274621	
Registered Office and Business Address	35 Hendon Lane Finchley London N3 1RT	
Board of Directors	Sheila Oliver	Chair
	Cristina Sarb	Vice Chair
	Mike Wiffen	Honorary Treasurer
	Kinjal Amin	
	Prithma Athwal-Shah	(Appointed 24 ^h November 2021)
	Meg Kirk	
	Faib Riley	
	Kate Tokley	(Appointed 24 ^h November 2021)
	Papiya Chatterjee	(Co-opted 7 th January 2022)
	Emmet Giltrap	(Co-opted 7 th January 2022)
Chief Executive	Ray Booth	
Company Secretary	Ray Booth	
Bankers	CAF Bank Ltd 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ	
Auditors:	Goldwins Limited 75 Maygrove Road West Hampstead London NW6 2EG	

Chair's Report

As the Board re-elected me as Chair for the year 2021-22, I have been very pleased to continue working with our CEO, his staff and the Board on the sustainment and development of Barnet Mencap through a challenging year.

We are very pleased that all our existing Board Members continued during the year, and we were also very fortunate to co-opt two new Trustees in January 2022, who will bring new expertise and diversity to our Team. They will also participate in the HR and Finance Sub Committees which continue to work very productively.

I am pleased to report that financially we have closed the year in a strong position. This was due to working positively with our Local Authority partners who value the services we provide, successfully securing seven grants, fundraising and overall sound financial management. We plan to use part of the surplus which we have built up to deal with one of our biggest challenges - recruitment and retention.

As can be seen from this Annual Report, Barnet Mencap continues to successfully provide services which are very much valued by our service users and other stakeholders. Partnership working continues to be very important and in early 2022, the new premises which we share with Age Concern opened and is being used as a base for many of our community activities. We are particularly fortunate as this now gives us a base in a different part of the borough and know that there will be opportunities to work in partnership with Age Concern who use it for their dementia services.

During the year we have also been looking to the future and, led by our CEO, worked together to develop the Business Plan for 2022- 2025. We have used the views of our service users, our experience, particularly over the last two years, and a risk-based approach to develop a plan which can be monitored, reviewed and adapted according to changing circumstances. The Plan will be regularly reviewed at our Board and Sub Committee meetings and the Governance Code has been an invaluable tool in developing a Board workplan which will provide us with appropriate assurance. We will be concentrating particularly on engaging more with our service users, improving performance our Equality and Diversity targets, and doing everything possible to recruit and retain the best possible staff.

As Chair I am very proud of the services Barnet Mencap has provided over the past year and look forward to our Board continuing to work with our CEO and staff team to provide the best possible services and create a sustainable future for the benefit of all our stakeholders.



Sheila Oliver
Chair of Trustees

OBJECTIVES AND ACTIVITIES

The trustees, who are also directors under company law, present their report and financial statements for the year ended 31 March 2022

The trustees confirm that the financial statements comply with current statutory requirements, the Memorandum and Articles of Association and the Statement of Recommended Practice- Accounting and Reporting by Charities: SORP, applicable to charities preparing their accounts in accordance with FRS 102.

1. The purpose of Barnet Mencap is to promote its charitable objectives so that it can respond to the needs of people with learning disabilities and/or additional disabilities, their families and carers. Barnet Mencap operates in the London Borough of Barnet.
2. Barnet Mencap provides services and support for children and adults with learning disabilities and/or autism. These services include parenting programmes, advice and information for parent carers, short breaks for children and adults and a leisure and learning project. It provides advice, information, support, housing and outreach for adults. Barnet Mencap also works to support employment opportunities and to increase public awareness and understanding of the problems and abilities of people with learning disabilities and their families. Barnet Mencap has a project to increase the reporting of hate crimes. There is a pre-assessment screening programme and support for autistic people.
3. Barnet Mencap's activities have been carried out to help meet the needs of people with learning disabilities and their families for the public benefit. The trustees understand their responsibility to keep this public benefit central to the work and activities.
4. Children and adults with learning disabilities continue to face significant barriers to their full and equal participation in society. Poverty, discrimination, social isolation and health inequalities are common and enduring features of their lives. Barnet Mencap's services are provided to increase opportunities for people to build on their strengths, and support them to develop skills to be active citizens in their community. Through advice and information, staff support enables them to live as independently with as much control as possible.
5. Barnet Mencap employs staff to provide services and support, and funds its work through contracts, grants and general fundraising. The organisation sets out its strategy in its Business Plan. It sees the rights of children and adults with learning disabilities, and their carers, as the starting point for recognising the need for services and support. The strategy is to ensure that there is good early years support, both practical and emotional, to help children under five thrive, be healthy and be ready for school. Adults and older children with learning disabilities need advice and information to make choices about what is important to them, to feel safe and to have good physical and mental health and quality of life.

OBJECTIVES AND ACTIVITIES (continued)

Barnet Mencap works in partnership with statutory and voluntary organisations to bring about strategic change. Each project has a Development Plan which sets out aims that contribute to the long term objectives and helps the organisation monitor progress, recognise its achievements, and respond where there are delays or obstacles to its strategy.

6. Development Plans see success in terms of increasing the number of beneficiaries, their satisfaction, the quality of the services and support provided, and their effectiveness in promoting wellbeing and independence. The Board monitors the Development .
7. Barnet Mencap ensures that it has sufficient staff and volunteers to provide support effectively, and that staff and volunteers have the training, supervision and support to maintain and develop quality services.

Volunteers returned to the office and community services for adults and children during 2021-22. Measurement issues, including attributing an economic value to the contribution of general volunteers, prevent the inclusion of their contribution in the statement of financial activities.

ACHIEVEMENTS AND PERFORMANCE

In the year 2021-22 Barnet Mencap provided its core services:

- (a) support for disabled children and parent carers;
- (b) leisure and learning projects;
- (c) housing and support;
- (d) short breaks for children and adults with learning disabilities.
- (e) support for autistic adults

The Covid-19 pandemic continued to have an impact on the delivery of services.

Services had to adapt so that they could maintain support for children and adults with learning disabilities and/or autism. But most of the services re-established face-to-face support following the second lockdown.

Please see table overleaf.

ACHIEVEMENTS AND PERFORMANCE (continued)

Inputs	Activities	Outputs	Outcomes	Impacts
£62,200	Information, Advice and Guidance for parent carers	Staff provide information, advice and guidance for the parent carers of disabled children; as well as workshops. The service is commissioned by Barnet council. In 2021-22 staff were able to see families in person again but continued to also support families remotely, by phone or online. 340 parent carers were supported, 8 more than the previous year. This again surpassed the target of 240 parent carers. The new Open Door grant meant that Barnet Mencap could re-establish a dedicated service for children under five.	Parent carers will have the advice and information they need to support their child and maintain family life. They will feel confident that their child is able to thrive in education, socially and are healthy, and know how to access the support they need.	Parents have improved economic circumstances, are supported with appeals and disputes and are signposted to other services.
£39,400	Parenting Programmes	Over the year, staff ran parenting programmes which were held online. 126 parents were supported by the parenting project. This is 51 more than 2020-21. The staff introduced two new programmes, Family Links and E-Pats (Early Positive Approaches to Support), which replaced Triple P. The help line supported parents. Staff supported parent carers over the phone who were struggling to manage at home during the pandemic. Staff are also involved in forums to develop the Local Offer, and the Early Help Hubs, and the Special Educational Needs and/or Disabilities Partnership Board.	Parent carers learn skills that help them in their role and increase their knowledge about their child's behaviour, health, eating and sleeping patterns.	Parent carers feel more confident in their role and their ability to access support when they need it. They also develop connections with other parent carers, and often sustain these after the course has ended.

ACHIEVEMENTS AND PERFORMANCE (continued)

Inputs	Activities	Outputs	Outcomes	Impacts
£63,600	Short Breaks for Children and young people	Take a Break (TAB) provides short breaks for disabled children and their families. The breaks take place in the community or the family home. The TAB team provided a service for 38 disabled children, compared to 31 in 2020-21. It has been a difficult year. Families have slowly grown in confidence to use the service as lockdowns have ended, but it has not been easy to recruit and retain staff for the times they are most needed. Barnet Mencap is committed to providing Short breaks but will need to keep its model under review so that the service has a financially viable future.	Children develop new interests; parents get a short break from their caring responsibilities.	Children have opportunities to develop skills, make friends and have fun. Parent carers are able to have time for themselves in a way that best suits them
£171,200	Leisure and Learning Projects	The Community Opportunities Project (COPs), which comprises Springboard and Fit2gether, facilitate leisure and learning projects and develops peer support as part of the Bright Futures contract. COPs provided support for 128 people during the year, compared to 82 the previous year. Activities included, cook and eat, cultural evenings, meals, day trips, choir, dance, and drama. There were 14 peer support groups. 13 people took up volunteering. More people have high needs with 67 having 1:1 Support.	People have had fun and learnt skills. They report the benefits of meeting new people, feeling fitter and less isolated.	People have developed skills and relationships which have helped them to remain as independent as possible. People will have improved physical and mental health.

ACHIEVEMENTS AND PERFORMANCE (continued)

Inputs	Activities	Outputs	Outcomes	Impacts
		There were 21 online activities which had 733 views. A total of 357 people took part in COPs' activities and online programme, 7 more than last year. COPs attracted 34 new people. COPs has developed new partnerships to help develop its work, with Heath Hands, visiting Hampsted Heath, and 2second Chance, to develop peoples skills and confidence with IT. Barnet Mencap is negotiating with the council over a bigger budget for COPs, as it starts to expand its programme again following the lockdowns. The Have Your Say group continued to meet online, and 51 people took part in 2021-22.		Mainstream services have a better understanding of people with learning disabilities and autism, what is important to them and the support they need. People with learning disabilities directly deliver this message.
£583,700	Housing and Support	Equality Housing's Community Link Workers provide support for tenants in their own homes, in the shared houses, and as part of an outreach service. There has been a slight increase in the number of clients supported, 73 this year compared to 69 last year. Staff also provide a housing management service for the three houses, and collect rents. The team submitted a tender for the Accommodation and Support contract, and were successful in getting a new five year contract. The council awarded a small financial uplift.	Tenants live as independently as possible in the community; they do this by learning and maintaining skills, and taking opportunities to develop friendships and relationships through work and volunteering.	People benefit from having a secure home. They have the information and advice to make choices; to live valued lives in the community; to remain safe, healthy and active; and to contribute to their communities.

ACHIEVEMENTS AND PERFORMANCE (continued)

Inputs	Activities	Outputs	Outcomes	Impacts
£87,400	Autism	The Autism Service has developed a hybrid model, which means the team can see people in-person or online. There has been a huge increase in referrals to the team, 317, compared with 103 the previous year. Barnet Mencap has worked with the councils Autism lead, and it has shown how its work helps to implement the borough –wide autism Action Plan, for example, how to increase the public’s understanding and acceptance of autism, and ways to improve how the Criminal Justice System works for autistic people. Autistic people often face barriers when trying to access Mental health Services. Barnet Mencap has been working with Mind in Barnet and Resources for Autism to see how this can change and to also provide specialist counselling services. Staff have also worked to ensure autistic people's needs are addressed in the New Suicide Prevention Strategy.		
£29,700	Hate Crime	The end of lockdowns meant the Project could once again hold events in-person. Hate Crime Week was busy, with stalls on high streets and bus stations. The highest ever number of disability hate crimes, 23, were recorded in Barnet in 2021. The Hate Crime Reporting Coordinator has worked hard to train staff about the importance of recording hate crimes and incidents and supporting victims. To help raise awareness of this, Barnet Mencap worked with Why Me, a restorative justice charity, and Middlesex University, who produced short films to help to help bring alive the issues faced by disabled people. Barnet Mencap also worked with Solace, to help develop the links between domestic abuse and safeguarding. Small Steps trained Barnet Mencap's staff to spot the signs of far-right extremism and how to tackle it. The Coordinator has developed the Safe Places project, and now has venues across the borough.		
£47,000	Short breaks for Adults with Learning disabilities an autistic adults	Barnet Mencap introduced a new Day Breaks Service for adults with learning disabilities.	People learn new skills and try new activities	Family and carers have regular short breaks as part of a package that helps them to sustain their caring role.

ACHIEVEMENTS AND PERFORMANCE (continued)

Barnet Mencap sets out its objectives for the year in the Development Plans. These were used by the teams to guide their work. In April 2021, the Bright Futures contract entered its penultimate year. As well as the COPs service, Bright Futures delivers other key services to autistic adults and adults with learning disabilities.

- a) The Project 300 team made regular phone calls to 249 people with learning disabilities, known to the Barnet Learning Disability Service, and their families. Staff carried out welfare checks. The Project 300 Service has also been an effective mechanism for getting out quick and accurate messages for families, and to get their views. This has worked well, particularly for the COVID vaccine/booster programme.
- b) Working for You provided its support in-person and over the telephone this year, and supported 230 people, a big increase on 194 people with learning disabilities and/or autism in 2020-21 and 193 in 2019-20.
- c) The Employment Service had secured only six jobs in 2021-22. The economy is recovering and there are a lot of vacancies. However, employers are reluctant to take on people they think will require extra support. Staff provided support via telephone and online courses for 36 people. There is an Action Plan to improve on this performance during 2022-23.
- d) Bright Futures has a goal of raising awareness of people with learning disabilities and autism, and how to better work with them. Sessions were provided online for the DWP and reached 242 attendees, 29 people took part from Age UK Barnet, 14 from the London Ambulance Service and sessions were held for Jewish Care and Unitas. Arrangements have also been made with Victim Support, the Probation Service, and Social Prescribe is to deliver awareness raising sessions.
- e) Barnet Mencap staff continue to report to the Safer Communities Partnership Board, Barnet Safeguarding Adults Board, and chair the Access to Justice sub-group. They have worked closely with the Multi-agency Safeguarding Hub (MASH) and take part in MASH/Voluntary and Community Sector (VCS) group. Barnet Mencap provided refresher training for staff to help them understand Making Safeguarding Personal, and how these principles underpin its own policy and procedure. Staff were shown how to escalate concerns and to use a new checklist when making referrals to the Adult Social Care Teams.
- f) Barnet Mencap's financial position was significantly improved in 2021-22. The Fundraiser continued to play a key role in finding grants for new equipment and raised £44,872. The money for a Business Support Officer, funded by Baily Thomas, helped Barnet Mencap to improve a number of finance, business, and administrative functions. Barnet Mencap took part in the Big Give again and raised £3,400.

ACHIEVEMENTS AND PERFORMANCE (continued)

- g) Royal Mencap's Advice and Information Forum Association of Chief Executives of Voluntary Organisations (ACEVO), the Adults' and Childrens' Liaison groups and the Chief Executive's Network were important sources of information and advice, as Barnet Mencap worked with the council and health services. The council provided a series of grants that help Barnet Mencap manage financially as the pandemic continued through the year. Barnet Mencap is committed to working as a VCS partner and continuing its work with the Hampsted Heath Consultative Committee, especially around sport and wellbeing, and the Fit and Active Barnet Group.
- h) Barnet Mencap used its Cancer Screening film to train service providers. It showed staff how they could support people with learning disabilities to take up bowel, breast, and cervical cancer screening programmes. This was done initially in Barnet, then extended to Camden, Islington, Enfield, and Haringey, with additional sessions for family carers. The Cancer Alliance funded the project. Barnet Mencap also undertook a project to raise awareness of cancer symptoms, targeted at the public, but also tailored to reach people with learning disabilities. Barnet Mencap worked with the Barnet Learning Disability Service to organise a My Health matters event online, bringing together family carers, and service providers.
- i) Workshops on good oral health were held across Barnet, delivered jointly with local dentists. Barnet Mencap is a member of Healthwatch and has worked on their important research on how people access their GP following lockdown.
- j) The AGM returned to St Pauls and welcomed members to meet the Board and the Project Managers, and to hear about their work over the past year. Attendance was carefully controlled because of Covid but the AGM hopes to be back to its usual format in 2022. Two new trustees were elected to the Board. The Board also co-opted two members to help it to achieve its goals for the year.
- k) The Learning Disability Strategic Partnership Group met for the first time in April 2021. Barnet Mencap provided the Chair for the group, which brought together voluntary and community sector providers, commissioners, and social workers to identify ways to improve the coordination and delivery of support for people with learning disabilities and their carers. The group has met four times and considered pathways to adulthood, digital inclusion, carers, and employment and training.
- l) Barnet Mencap has developed its working relationships with Barnet Carers Centre, so that families of people with learning disabilities experience a more holistic approach to support. Staff meet to ensure that referrals to each organisation are well managed. Staff also attend the new Carers' Partnership. The two organisations have applied for a grant to help families to plan for the future. Staff are working more closely with the Barnet Parent Carers Forum (BPCF). The BPCF helps to give parent carers a voice and works actively to improve services in the borough.

ACHIEVEMENTS AND PERFORMANCE (continued)

- m) Towards the end of 2021-22 Barnet Mencap signed the lease for a new base in Station Road. It will be a venue for COPs (Community Opportunities Project) activities. Barnet Mencap will share Station Road with Age UK Barnet, who run dementia services there, and is a great opportunity for the two organisations to develop their working relationship.
- n) Barnet Mencap has a growing interest in dementia. It is part of the Dementia Friendly Barnet initiative and took part in the Living Well with Dementia events. It is beginning work with Age UK Barnet and the Carers Centre to identify people at risk of dementia and their carers who may be at risk and to help coordinate effective support for them.
- o) Barnet Mencap has strengthened its Project Support Service this year, with new staff, including a full-time Business and Strategy Manager, and a new Business Support post. This additional capacity has helped in key areas, like finance, HR, communications, health, and safety, as staff and visitors returned to the office. Barnet Mencap renewed the lease on its office in Hendon Lane.

FINANCIAL REVIEW

Barnet Mencap had another excellent year financially in 2021/22, finishing with a net in-year surplus of £206,210, and our unrestricted reserves increased by £169,973 to £604,786. Of these unrestricted reserves the Board has designated £222,343 for specific purposes leaving our usable reserves at a healthy £382,443, around £116,000 more than twelve months ago.

Our main source of funding remains the London Borough of Barnet, mainly through contracts which accounted for 45% of our income (51% in 2020/21) which increased overall by around £50,000 in 2021/22. Grants from the Council added a further 9% (6% in 2020/21) to our income. The charity maintains a close watch on opportunities to bid for further contracts and grants and has had some excellent results during the year.

The results achieved in 2021/22 continued to reflect our improved approach to budgeting and financial management. Zero-based budgeting has enabled us to eliminate unnecessary expenditure and more timely information has enabled us to react more quickly to adverse situations. The market value of our investments increased again, and we have now more than recovered the position at the end of 2019/20.

Other than contracts and grants we have been seeking to increase our resources through fundraising, donations and/or sponsorship for specific projects, and has taken advantage of funding made available by the Government in respect of Covid-19. However although the worst impact of the pandemic appears to be past we are facing severe increases in the cost of living, through energy prices in particular but with predictions for annual inflation reaching as much as 23%, which we have not experienced since the 1980s. This impacts us as an organization but also our client group and staff as their real income is reduced. Furthermore the social care sector is suffering a recruitment crisis and a lack of adequate funding.

Reserves Policy

Barnet Mencap has determined that its level of unrestricted usable reserves should be in the region of two to three months of annual unrestricted expenditure. As stated above our usable reserves stood at £382,443 at 31 March 2022 which falls above the policy requirement. The Board will be considering further use of these reserves, but bearing in mind the uncertainties referred to in the previous paragraph above.

PRINCIPAL RISKS AND UNCERTAINTIES

Barnet Mencap faces a number of risks and uncertainties. It produces a Risk Register to help identify and manage these risks, including:-

1. Recruitment and Retention

Like many care organisations, Barnet Mencap has struggled to recruit and retain the staff it needs. There were key departures, with the Take A Break and Engagement Coordinators leaving, as well as from the Equality Housing Team. Barnet Mencap is exploring measures to make itself an attractive place to work, reviewing salaries and other measures, and focusing on staff wellbeing.

2. The Covid pandemic continues to have an impact on health and care services. It has affected the number of people using the Take a Break and COPs services and this reduced their income. Most staff had Covid vaccines and boosters but a small number would not be vaccinated. The threat, and the retraction of compulsory vaccination caused upset during the winter and spring.

Over the year, some staff worked from home but most have successfully returned to the office for part of the week on a rota basis. Testing has enabled staff to mitigate the risks of Covid.

3. Performance

It has been difficult to get people with learning disabilities and autism into paid jobs and training. A new plan has been agreed with the council to improve performance in this important part of the Bright Futures service

4. Care Quality Commission (CQC)

In 2021-22, Barnet Mencap made changes to its CQC registration. It is registered to provide personal care. Barnet Mencap Equality Housing's service is now covered by this registration. The Project Managers are applying to be Registered Managers for Equality Housing and Take a Break.

PLANS FOR THE FUTURE

Barnet Mencap implemented a new Business Plan and Funding Strategy from April 2022. These documents set out what the organisation wants to achieve over the next three years, and how these activities will be paid for. It sets out the services Barnet Mencap wants to provide, and new areas of work staff would like to undertake.

There will be a new Communications Strategy and we will utilise the expertise within the organisation and input from the Media Trust to help with this.

The tenders for Bright Futures and the Children's Services are expected next year. Barnet Mencap will bid and wants to continue delivering these services. Staff will also work hard to develop TAB (Take a Break) during the post-lock down phase of the pandemic.

More attention will be given to recruiting and retaining the staff needed to provide the support and services. The staffing survey will ask teams for their views and suggestions about what would help. Pay and conditions will be reviewed further with proposals to refurbish the office, explore additional funding, and to manage the volume and complexity of the workloads.

STRUCTURE, GOVERNANCE, MANAGEMENT

1. Barnet Mencap is a registered charity No. 1089388 and a company limited by guarantee No. 04274621. It is governed by a Memorandum and Articles of Association and uses a Membership model.
2. There are eight Trustees on the Board, who are also the Directors, in addition to two co-opted members. The Board meets at least four times a year at Ordinary Trustee Meetings. It sets the strategic direction for the organisation and has the overall responsibility for the running of Barnet Mencap, which is delegated on a day-to-day operational basis to the Chief Executive, Ray Booth.
3. New directors follow a written Induction Policy. They have a mentor - an experienced director - and there is a training plan for the whole Board. Child Protection and Safeguarding Adults at Risk are compulsory courses.
4. In January 2022, the following roles were voted by the Board:
 - Chair of Trustees role was appointed to Sheila Oliver.
 - Vice Chair role was appointed to Cristina Sarb.
 - Treasurer role was appointed to Mike Wiffen.
5. The Chief Executive has a Board approved annual "Key Objectives" document and has Quarterly Reviews with the Chair of Trustees to examine progress towards the annual objectives as well as challenge and support for his leadership of the organisation.
6. The agenda at each Trustee Ordinary Board meeting includes:
 - A report from the Chief Executive, summarising key events, new developments and progress regarding the annual Work Programme.
 - A finance report, prepared by the Treasurer, with an update on the budget position, reserves, investment news and consideration of financial risks, as well as the annual accounts, which are presented to the Board for approval.
 - A HR report, prepared by the Vice Chair, with an update on Policies and staffing issues and improvements.
7. Barnet Mencap's two sub-committees (Human Resources and Finance) have the Board represented by a Quorum of two Directors as well as Senior Managers and the CEO in attendance.
8. Trustees meet with Managers formally through Committees or informally at publicity or fundraising events for the charity.
9. The Board reviewed how well it complies with the Charity Governance Code and, based on this, set out areas for improvement in its workplan.
10. The Board makes decisions at each meeting based on reports from the Chief Executive and recommendations from the Finance Committee and HR Committee. The directors hear reports from a senior manager at the beginning of Ordinary Board meetings.

STRUCTURE, GOVERNANCE, MANAGEMENT (continued)

11. Governance is addressed continuously by working through the Charity Commission "Code Of Governance" and at an annual Trustee Away Day where the Chief Executive is invited to participate as Trustees review and populate the strategic assessment and impact.
12. The Board sets pay and remuneration following discussions and recommendations to the full Board at Ordinary Meeting by both sub-committees, for all paid staff each year. A general pay increase was made, backdated to April 2021 and a further award made from April 2022. Pay scales and progression are also being reviewed in 2022/23

The financial situation meant a general pay increase could not be made in April 2020.

13. Barnet Mencap continues to have a strong commitment to partnership working and will continue to look at external partnerships throughout 2022. The organisation works with Royal Mencap Society on a number of projects and through the Me20 group, a national group of Mencap members.

Barnet Mencap was an active member of the Adults' Liaison Group. These were set up at the beginning of the pandemic, to coordinate the efforts of the voluntary sector in its efforts to support local residents. They have continued to meet over the year and have been a key driver to develop work with the statutory services and across the voluntary and community sector.

Locally, Barnet Mencap is part of the Wellbeing Hub's Steering Group, the Chief Executives' Network and a member organisation of Healthwatch Barnet, and continues to actively pursue tenders and contracts as a partner, where this will benefit children and adults with learning disabilities and/or autism and family carers.

Statement of responsibilities of the trustees

The trustees (who are also directors of charitable company for the purposes of company law) are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

STRUCTURE, GOVERNANCE, MANAGEMENT (continued)

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice 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 charity will continue in operation

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

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees at 31 March 2022 was eight (2021:six). The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Statement as to disclosure to our auditors

In so far as the trustees are aware:

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

Auditors

Goldwins limited were re-appointed as the auditors of the charitable company during the year and have expressed their willingness to continue in that capacity.

The trustees' annual report has been approved by the trustees on 27th September 2022 and signed on their behalf by:

.....


Sheila Oliver, Chair of Trustees

Independent Auditor's Report to the Members of Barnet Mencap

Opinion

We have audited the financial statements of Barnet Mencap (the 'Charity') for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Balance Sheet, statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the Charity's affairs as at 31 March 2022 and of its income and expenditure for the year then ended;
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- Have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Independent Auditor's Report to the Members of Barnet Mencap

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- The information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The trustees' report (incorporating the directors' report) have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

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

- Adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us;
- The financial statements are not in agreement with the accounting records and returns;
- Certain disclosures of trustees' remuneration specified by law are not made; or
- We have not obtained all the information and explanations necessary for the purposes of our audit.

Responsibilities of the trustees

As explained more fully in the trustees' responsibilities statement, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Independent Auditor's Report to the Members of Barnet Mencap

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
- We inspected the minutes of meetings of those charged with governance.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities]. This description forms part of our auditor's report.

Independent Auditor's Report to the Members of Barnet Mencap

Use of our report

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

Anthony Epton

Anthony Epton (Senior Statutory Auditor)
for and on behalf of
Goldwins Limited
Statutory Auditor
Chartered Accountants
75 Maygrove Road
West Hampstead
London NW6 2EG

7 October 2022

BARNET MENCAP

Statement of Financial Activities (incorporating an income and expenditure account)

For the year ended 31 March 2022

			2022	2021
		Unrestricted	Restricted	Total
	Note	£	£	£
Income from:				
Donations, subscriptions and legacies	3	34,897	-	34,897
Charitable activities:	4			
Equality Housing		454,519	457,008	911,527
Short Term Care		-	-	-
Community Services (Children)		14,765	189,892	204,657
Community Services (Adults)		78,445	231,832	310,277
Employment Opportunities		-	32,000	32,000
Investment income	5	6,682	-	6,682
Total income		589,308	910,732	1,500,040
Expenditure on:				
Raising funds	6	17,822	-	17,822
Charitable activities:	6			
Equality Housing		291,987	442,514	734,501
Short Term Care		-	-	-
Community Services (Children)		15,175	180,883	196,058
Community Services (Adults)		105,966	219,098	325,064
Employment Opportunities		-	32,000	32,000
Expect the Best		-	-	-
Total expenditure		430,950	874,495	1,305,445
Net income / (expenditure) before net gains / (losses) on investments		158,358	36,237	194,595
Net gains / (losses) on investments		11,615	-	11,615
Net income / (expenditure) for the year		169,973	36,237	206,210
Transfers between funds		-	-	-
Net income/ (expenditure) before other recognised gains and losses		169,973	36,237	206,210
Gains / (losses) on revaluation of fixed assets		-	-	-
Actuarial gains / (losses) on defined benefit pension schemes		-	-	-
Other gains / (losses)		-	-	-
Net movement in funds		169,973	36,237	206,210
Reconciliation of funds:				
Total funds brought forward		434,813	72,548	507,361
Total funds carried forward		604,786	108,785	713,571

All of the above results are derived from continuing activities.

There were no other recognised gains or losses other than those stated above.

The attached notes form part of these financial statements.

BARNET MENCAP
Balance Sheet
As at 31 March 2022

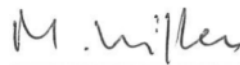
	Note	2022 £	2022 £	2021 £	2021 £
Fixed assets					
Tangible assets	10		7,043		11,480
Investments	11		181,162		169,547
			188,205		181,027
Current assets					
Debtors	12	81,937		152,168	
Cash at bank and in hand		532,400		284,595	
		614,337		436,763	
Liabilities					
Creditors: amounts falling due within one year	13	88,971		110,429	
Net current assets			525,366		326,334
Total assets less current liabilities			713,571		507,361
Total net assets			713,571		507,361
Funds	15				
Restricted funds			108,785		72,548
Unrestricted funds:					
Designated funds		222,343		168,802	
General funds		382,443		266,011	
Total unrestricted funds			604,786		434,813
Total funds			713,571		507,361

The financial statements have been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

Approved by the trustees on 27th September 2022
and signed on their behalf by:



Sheila Oliver
Chair of Trustees



Mike Wiffen, BA(Hon) CPFA
Treasurer

Company registration no. 04274621

The attached notes form part of the financial statements.

BARNET MENCAP
Statement of Cash Flows
For the year ended 31 March 2022

	Note	2022 £	2022 £	2021 £	2021 £
Net cash provided by / (used in) operating activities	16		241,123		140,515
Cash flows from investing activities:					
Interest/ rent/ dividends from investments		6,682		6,904	
Sale/ (purchase) of fixed assets		-		(2,074)	
Sale/ (purchase) of investments		-		-	
Cash provided by / (used in) investing activities			6,682		4,830
Cash flows from financing activities:					
Repayments of borrowing		-		-	
Cash inflows from new borrowing		-		-	
Receipt of endowment		-		-	
Cash provided by / (used in) financing activities			-		-
Change in cash and cash equivalents in the year			247,805		145,345
Cash and cash equivalents at the beginning of the year			284,595		139,250
Change in cash and cash equivalents due to exchange rate movements			-		-
Cash and cash equivalents at the end of the year	17		532,400		284,595

1 Accounting policies

a) Basis of preparation

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

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

b) Going concern

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern. Key judgements that the charitable company has made which have a significant effect on the accounts include estimating the liability from multi-year grant commitments. The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

c) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred. Income received in advance for the provision of specified service is deferred until the criteria for income recognition are met.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

d) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised so refer to the trustees' annual report for more information about their contribution.

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

d) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised so refer to the trustees' annual report for more information about their contribution.

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

e) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

f) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

g) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise of trading costs and the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- Expenditure on charitable activities includes the costs of delivering services and other activities undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

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

h) Allocation of support costs

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 Charity's activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 6.

i) Operating leases

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

j) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £1,000. Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

Office Equipment	20%
Fixtures and fittings	20%
Personal Computer equipment	50%
Larger Computer equipment	25%

k) Listed investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. Any change in fair value will be recognised in the statement of financial activities.

l) Stocks

Stock is included at the lower of cost or net realisable value. Donated items of stock are recognised at fair value which is the amount the charity would have been willing to pay for the items on the open market.

m) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

n) Cash at bank and in hand

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

o) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

p) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

q) Pensions

Barnet Mencap provides a defined-contribution pension scheme through The People's Pension in line with the Government's auto-enrolment regulations.

2 Detailed comparatives for the statement of financial activities

	2021 Unrestricted £	2021 Restricted £	2021 Total £
Income from:			
Donations, subscriptions and legacies	32,264	-	32,264
Charitable activities:			
Equality Housing	415,662	417,056	832,718
Short Term Care	69,877	102,152	172,029
Community Services (Children)	622	100,041	100,663
Community Services (Adults)	41,416	233,738	275,154
Employment Opportunities		32,000	32,000
Investments	6,904	-	6,904
Total income	566,745	884,987	1,451,732
Expenditure on:			
Raising funds	14,006	-	14,006
Charitable activities:			
Equality Housing	257,368	402,305	659,673
Short Term Care	122,338	102,152	224,490
Community Services (Children)	2,240	99,926	102,166
Community Services (Adults)	29,762	212,845	242,607
Employment Opportunities	-	32,000	32,000
Expect the Best	2,747	-	2,747
Total expenditure	428,461	849,228	1,277,689
Net income / expenditure before gains / (losses) on investments	138,284	35,759	174,043
Net gains / (losses) on investments	17,610		17,610
Net income / expenditure	155,894	35,759	191,653
Transfers between funds	11,795	(11,795)	-
Net income / (expenditure) before other recognised gains and losses	167,689	23,964	191,653
Gains / (losses) on revaluation of fixed assets	-	-	-
Actuarial gains / (losses) on defined benefit pension scheme	-	-	-
Other gains / (losses)	-	-	-
Net movement in funds	167,689	23,964	191,653
Total funds brought forward	267,124	48,584	315,708
Total funds carried forward	434,813	72,548	507,361

3 Income from donations and legacies

			2022	2021
	Unrestricted	Restricted	Total	Total
	£	£	£	£
Gifts	27,485	-	27,485	19,100
Subscriptions	7,412	-	7,412	8,160
Legacies	-	-	-	5,004
	<u>34,897</u>	<u>-</u>	<u>34,897</u>	<u>32,264</u>

4 Income from charitable activities

			2022	2021
	Unrestricted	Restricted	Total	Total
	£	£	£	£
Equality Housing				
London Borough of Barnet (LBB) Contracts	-	389,671	389,671	371,949
LBB Grant	-	52,855	52,855	40,830
Other Grants	-	14,482	14,482	4,277
Other income	454,519	-	454,519	415,662
Total for Equality Housing	454,519	457,008	911,527	832,718
Short Term Care				
LBB Contract	-	-	-	84,125
LBB Grant	-	-	-	14,595
Other Grants	-	-	-	3,432
Other income	-	-	-	69,877
Total for Short Term Care	-	-	-	172,029
Community Services (Children)				
LBB Contract	-	114,821	114,821	84,134
LBB Grant	-	34,278	34,278	9,844
Other Grants	-	40,793	40,793	6,063
Other income	14,765	-	14,765	622
Total for Community Services (Children)	14,765	189,892	204,657	100,663
Community Services (Adults)				
LBB Contract	-	142,700	142,700	161,265
LBB Grant	-	42,443	42,443	22,198
MOPAC Hate Crime Grant	-	30,000	30,000	30,000
Other Grants	-	16,689	16,689	20,275
Other income	78,445	-	78,445	41,416
Total for Community Services (Adults)	78,445	231,832	310,277	275,154
Employment Opportunities				
LBB Contract	-	32,000	32,000	32,000
Total for Employment Opportunities	-	32,000	32,000	32,000
Total income from charitable activities	547,729	910,732	1,458,461	1,412,564

5 Income from investments

			2022	2021
	Unrestricted	Restricted	Total	Total
	£	£	£	£
Bank interest	71	-	71	212
Investment income	6,611	-	6,611	6,692
	6,682	-	6,682	6,904

6 Analysis of expenditure

	Basis of allocation	Cost of raising funds	Equality Housing	Short Term care	Charitable activities		Employment Opps	Expect The Best	Support & Governance costs	2022 Total	2021 Total
		£	£	£	Community Services (Children)	Community Services (Adults)	£	£	£	£	£
Staffing	Direct	13,289	496,671	-	134,810	183,045	-	-	-	827,815	827,599
Premises	Direct	-	35,325	-	1,068	12,917	-	-	-	49,310	115,213
Supplies & Services	Direct	1,722	72,517	-	1,608	6,732	32,000	-	-	114,579	56,756
Activities	Direct	-	168	-	6,082	19,717	-	-	-	25,967	19,412
Sundries	Direct	-	630	-	1,013	1,025	-	-	-	2,668	4,594
<u>Support costs</u>											
Management/Strategy	Time	639	31,934	-	12,134	19,158	-	-	63,865	63,865	57,290
Finance	Time	453	13,416	-	7,577	11,060	-	-	32,506	32,506	22,902
Human Resources	Staff Nos	557	8,364	-	4,717	11,487	-	-	25,125	25,125	20,124
General Administration	Time/Staff	720	12,565	-	7,727	15,303	-	-	36,315	36,315	37,862
Premises	Space	259	39,315	-	12,019	26,895	-	-	78,488	78,488	65,735
Postage/Print/Stationery	Usage	92	5,324	-	3,162	7,568	-	-	16,146	16,146	16,116
IT	Staff Nos	91	18,272	-	4,141	10,157	-	-	32,661	32,661	34,086
		<u>17,822</u>	<u>734,501</u>	<u>-</u>	<u>196,058</u>	<u>325,064</u>	<u>32,000</u>	<u>-</u>	<u>285,106</u>	<u>1,305,445</u>	<u>1,277,689</u>
Support costs		<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>(285,106)</u>	<u>-</u>	<u>254,115</u>
Total expenditure 2022		<u>17,822</u>	<u>734,501</u>	<u>-</u>	<u>196,058</u>	<u>325,064</u>	<u>32,000</u>	<u>-</u>	<u>-</u>	<u>1,305,445</u>	<u>-</u>
Total expenditure 2021		<u>14,006</u>	<u>659,673</u>	<u>224,490</u>	<u>102,166</u>	<u>242,607</u>	<u>32,000</u>	<u>2,747</u>	<u>-</u>	<u>1,277,689</u>	<u>-</u>

Of the total expenditure, £430,950 was unrestricted (2021: £428,461) and £874,495 was restricted (2021: £849,228).

7 Net income / (expenditure) for the year

This is stated after charging / (crediting):	2022	2021
	£	£
Operating lease rentals:		
Property	65,000	65,000
Other equipment	-	-
Depreciation	4,437	8,506
Auditor's remuneration - Audit Fees (net)	3,600	3,125

8 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:	2022	2021
	£	£
Salaries and wages	874,014	872,710
Social security costs	62,918	64,940
Employer's contribution to defined contribution pension schemes	18,554	17,220
Redundancy and Termination costs	-	10,222
	955,486	965,092

No employees received employee benefits (excluding employer pension) totalling £60,000 or above during the year.

The total employee benefits including pension contributions of the key management personnel were £175,910 (2021; £180,500)

The charity trustees were not paid nor received any other benefits from employment with the Trust in the year (2021: £nil). No trustees were reimbursed expenses during the year (2021: £Nil). No charity trustee received payment for professional or other services supplied to the charity (2021: £Nil).

Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2022	2021
	No.	No.
Charitable activities:-		
Equality Housing	23	21
Short Breaks	-	19
Community Services (Adults)	18	16
Community Services (Children)	6	6
Expect The Best	-	1
Support	6	5
	53	68

9 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

			2022	2021
10 Tangible fixed assets	Office	Other Furn & Equipment	Total	Total
	£	£	£	£
Cost				
At the start of the year	50,551	26,119	76,670	74,596
Additions in year	-	-	-	2,074
Disposals in year	-	-	-	-
At the end of the year	50,551	26,119	76,670	76,670
Depreciation				
At the start of the year	40,776	24,414	65,190	56,684
Charge for the year	4,023	414	4,437	8,506
Eliminated on disposal	-	-	-	-
At the end of the year	44,799	24,828	69,627	65,190
Net book value				
At the end of the year	5,752	1,291	7,043	11,480
At the start of the year	9,775	1,705	11,480	17,912

All of the above assets are used for charitable purposes.

11 Investments	2022	2021
Investments at fair value:	£	£
Investment funds	181,162	169,547
	181,162	169,547
Movements		
Market value at the start of the year	169,547	151,937
Additions at cost	-	-
Disposals at carrying value	-	-
Net gain / (loss) on revaluation	11,615	17,610
Market value at the end of the year	181,162	169,547

The following holdings constituted 5% or more of the total portfolio:

6,556.308 units in Charifund	57.17%	56.94%
28,310.388 units in Charibond	18.44%	20.62%
30,640.000 units in Charities Properties Fund	24.39%	22.44%

12 Debtors

	2022	2021
	£	£
Trade and other debtors	60,105	128,381
Prepayments	21,832	23,787
	<u>81,937</u>	<u>152,168</u>

13 Creditors: amounts falling due within one year

	2022	2021
	£	£
Trade and other creditors	29,748	60,047
Taxation and social security	21,887	19,404
Accruals	37,336	30,978
Deferred income	-	-
	<u>88,971</u>	<u>110,429</u>

Deferred income

	2022	2021
	£	£
Balance at the beginning of the year	-	12,745
Amount released to income in the year	-	(12,745)
Amount deferred in the year	-	-
Balance at the end of the year	<u>-</u>	<u>-</u>

14 Analysis of net assets between funds (as at 31 March 2022)

	General unrestricted	Designated	Restricted	Total funds
	£	£	£	£
Tangible fixed assets	7,043	-	-	7,043
Investments	181,162	-	-	181,162
Net current assets	194,278	222,343	108,785	525,366
Net assets at the end of the year	<u>382,443</u>	<u>222,343</u>	<u>108,785</u>	<u>713,571</u>

Analysis of net assets between funds (previous year for comparison)

	General unrestricted	Designated	Restricted	Total funds
	£	£	£	£
Tangible fixed assets	11,480	-	-	11,480
Investments	169,547	-	-	169,547
Net current assets	84,984	168,802	72,548	326,334
Net assets at the end of the year	<u>266,011</u>	<u>168,802</u>	<u>72,548</u>	<u>507,361</u>

BARNET MENCAP
Notes to the Financial Statements
For the year ended 31 March 2022

15	Movements in funds	At 1 April 2021	Income	Expenditure	Transfers	At 31 March 2022
		£	£	£	£	£
	Restricted funds:					
	LBB COPS/Ronak	310	-	171	-	139
	LDDF Carers Sub-Group	1,796	-	-	-	1,796
	MOPAC - Hate Crime	18,605	30,000	29,692	-	18,913
	Royal Mencap Society EPATS	12,397	-	413	-	11,984
	LBB - Covid-19	29,751	76,618	61,827	-	44,542
	LBB - Covid 19 Shared Houses	-	34,661	34,661	-	-
	LBB - Covid 19 Recruitment + Retention	-	15,799	15,799	-	-
	LBB - Covid 19 Vaccination	-	2,050	2,050	-	-
	City of London Bridge Trust	2,016	-	1,323	-	693
	Royal Mencap Society Let's Go Digital	2,700	-	2,700	-	-
	John Lyons Charity	-	35,000	30,204	-	4,796
	Baily Thomas	-	28,796	14,398	-	14,398
	Clifford Chance - Safe Places	-	4,000	2,029	-	1,971
	Age UK - Winter Fund	-	4,000	3,700	-	300
	Other Restricted Funds	4,973	679,808	675,528	-	9,253
	Total Restricted funds	72,548	910,732	874,495	-	108,785
	Unrestricted funds:					
	Designated funds:					
	Office Rent/Dilapidations Reserve	80,000	-	-	10,000	90,000
	Community Service Fund (Welfare)	522	-	-	-	522
	Sherrick House					
	Maintenance & Refurbishment	1,399	-	1,399	-	-
	Contingency Fund	15,000	-	8,916	-	6,084
	Equality Housing - Shared Houses					
	Maintenance & Refurbishment	2,403	-	-	15,000	17,403
	Voids	7,035	-	-	10,000	17,035
	Time Out Reserve	643	-	175	-	468
	NNLS - Autism Project	11,800	-	6,737	-	5,831
	Covid-19 Contingency	50,000	-	-	-	50,000
	Station Road Start-up	-	-	-	5,000	5,000
	Hendon Lane - Improvements Fund	-	-	-	10,000	10,000
	Recruitment & Retention	-	-	-	20,000	20,000
	Total designated funds	168,802	-	16,459	70,000	222,343
	General funds	266,011	600,923	414,491	(70,000)	382,443
	Total unrestricted funds	434,813	600,923	430,950	-	604,786
	Total funds	507,361	1,511,655	1,305,445	-	713,571

BARNET MENCAP
Notes to the Financial Statements
For the year ended 31 March 2022

15 Movements in funds 2021

	At 1 April 2020	Income	Expenditure	Transfers	At 31 March 2021
Previous year for comparison	£	£	£	£	£
Restricted funds:					
Brokerage Reserve	1,812	-	-	(1,812)	-
LBB Employment/Training	5,090	-	-	(5,090)	-
LBB COPS/Ronak	310	-	-	-	310
LDDF Carers Sub-Group	1,796	-	-	-	1,796
People as Citizens	497	-	-	(497)	-
Health For All	1,608	-	-	(1,608)	-
Healthwatch	2,788	-	-	(2,788)	-
Hate Crime	14,613	32,000	28,008	-	18,605
Royal Mencap Society E-PaTS	12,397	-	-	-	12,397
LBB Covid-19	-	114,425	84,674	-	29,751
City of London Bridge Trust	-	8,000	5,984	-	2,016
Royal Mencap Society Let's Go Digital	-	2,700	-	-	2,700
Other Restricted Funds	-	727,862	730,562	-	4,973
Total restricted funds	48,584	884,987	849,228	(11,795)	72,548
Unrestricted funds:					
Designated funds:					
Office Rent/Dilapidations Reserve	70,000	-	-	10,000	80,000
Inclusion Fund	2,533	-	-	(2,533)	-
Community Service Fund (Welfare)	522	-	-	-	522
Sherrick House				-	
Maintenance & Refurbishment	1,399	-	-	-	1,399
Contingency Fund	5,000	-	-	10,000	15,000
Equality Housing - Shared Houses				-	
Maintenance & Refurbishment	2,403	-	-	-	2,403
Voids	7,035	-	-	-	7,035
Time Out Reserve	643	-	-	-	643
Open Start Surestart Reserve	3,000	-	-	(3,000)	-
Expect the Best (post DoH)	1,304	-	1,304	-	-
NNLS - Autism Project	11,800	-	-	-	11,800
Covid-19 Contingency	-	-	-	50,000	50,000
Total designated funds	105,639	-	1,304	64,467	168,802
General funds	161,485	584,355	427,157	(52,672)	266,011
Total unrestricted funds	267,124	584,355	428,461	(11,795)	434,813
Total funds	315,708	1,469,342	1,277,689	-	507,361

Purposes of restricted funds

The COPS Ronak Project Reserve Fund is for the purpose of continuing Project activities.
The People as Citizens Fund is to enable people with learning disabilities to lead active lives.
The LDDF Carers Sub Group Reserve Fund is for funding the support of carers.
The Hate Crime Reserve Fund is for increasing awareness of hate crime.
The Royal Mencap Society EPATS Fund is to support parents of children with special needs.
RMS Let's Go Digital for IT equipment + training to service users.
LBB Covid-19 Grant was for additional staffing costs during the pandemic.
City Of London Bridge Trust was for support for families.
The Bailly Thomas Grant is for additional staffing for Project Support.
The John Lyons Charity is for the Open Door project, supporting children and parents.
Clifford Chance was to develop Safe Places project.
Age UK Winter Fund was for welfare support for families facing hardship.
LBB Covid 19 Recruitment + Retention Grant was for associated costs.
LBB Vaccination Grant was to encourage staff take up.
LBB Covid 19 Shared Houses was to ensure service continuation.

Purposes of designated funds

The Office Rent/Dilapidation Reserve Fund is for potential commitments arising under the Office Lease
The Community Service Fund (Welfare) is for special items to support individuals or families lacking other sources.
The Sherrick House Reserve Funds are for costs related to the closure and transfer of the property.
The Equality Housing-Shared Housing Reserve Funds are for improvements to the Houses and excessive voids
The Time Out Reserve Fund is for the purpose of continuing activities.
NNLS Autism Project is funding from the New North London Synagogue for those with autism.
The Station Road Startup Fund is for costs associated with setting up the facility.
The Hendon Lane Improvements fund is for office refurbishment costs.
The Recruitment + Retention Fund is for initiatives to improve both.

16 Reconciliation of net income / (expenditure) to net cash flow from operating activities

	2022	2021
	£	£
Net income / (expenditure) for the reporting period	206,210	191,653
(as per the statement of financial activities)		
Depreciation	4,437	8,506
Interest, rent and dividends from investments	(6,682)	(6,904)
Gains/ (losses) on investments	(11,615)	(17,610)
(Increase)/ decrease in debtors	70,231	(9,039)
Increase/ (decrease) in creditors	(21,458)	(26,091)
Net cash provided by / (used in) operating activities	241,123	140,515

17 Analysis of cash and cash equivalents

	At 1 April 2021	Cash flows	Other changes	At 31 Mar 2022
	£	£	£	£
Cash at bank and in hand	284,595	247,805	-	532,400
Deposits (less than three months)	-	-	-	-
Total cash and cash equivalents	284,595	247,805	-	532,400

18 Operating lease commitments

Total future minimum lease payments under non-cancellable operating leases are as follows:

	Property	2021
	2022	£
	£	£
Less than 1 year	65,000	65,000
1 - 5 years	260,000	260,000
	325,000	325,000

19 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. Each member is liable to contribute a sum not exceeding £1 in the event of the charity being wound up.

20 Related party transactions

During the year there were related parties transactions as follows:

Name of Key Management Personnel: Samantha Bishop

Steve Clare (Stepfather of Samantha Bishop) provided building work to the charity in the amount of £697 (2021: £486).

Gary Bishop (Husband of Samantha Bishop) provided house clearance work to the charity in the amount of £630 (2021: Nil).

There are no donations from related parties that are outside the normal course of business, and no restricted donations from related parties.

BARNET MENCAP

England & Wales - Charity number 1089388

Accounts

Report and Financial Statements

For the year ended 31st March 2021

Barnet Mencap

A company Limited by Guarantee

Charity number 1089388

Company number 04274621

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Legal and Administrative Details for the Year Ended 31 March 2021

Status:	Registered as a company limited by guarantee (No. 04274621) on 21 August 2001, and as a charity (No.1089388) on 19 November 2001.	
	Barnet Mencap took over the activities of the Borough of Barnet Society for Mentally Handicapped Children and Adults (charity number 245086) on 1 April 2003.	
	The Directors are Trustees for the purposes of Charity Law.	
	In the event of the company being wound up, the liability of Members is limited to £1 per member of the company.	
Charity Number	1089388	
Company Number	04274621	
Registered Office and Business Address	35 Hendon Lane Finchley London N3 1RT	
Board of Directors	Andrew Waite Sheila Oliver Mike Wiffen	Chairman (resigned 25 th November 2020) Vice Chair (Chair from 25 th November 2020) Honorary Treasurer
	Kinjal Amin Prithma Athwal-Shah Tom Glenister Meg Kirk Faib Riley Cristina Sarb Kate Tokley	(appointed 25 th November 2020) (co-opted 7 th January 2021) (resigned 25 th November 2020) (co-opted 7 th January 2021)
Chief Executive	Ray Booth	
Company Secretary	Ray Booth	
Bankers	CAF Bank Ltd 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ	
Auditors:	Goldwins Limited 75 Maygrove Road West Hampstead London NW6 2EG	

Chair's Report

In December 2020 it was both a pleasure and a privilege to move from Vice Chair to Chair of Barnet Mencap.

In common with many other organizations in the sector - and across society, this has been a uniquely challenging year for us. However, I am very proud to have led an organization which has shown such resilience and continued to meet the needs of its clients by being adaptable and innovative. By working with local partners, we have also provided support to many new clients, who risked being isolated during these difficult times.

During the year our long-standing respite service at Sherrick House has been wound down, but we are excited by the opportunities presented to us in the new premises in Station Road, where we hope to be delivering a number of our services from autumn 2021 onwards.

Financially we have ended the year in a stronger position due to a number of factors, including the Sherrick House closure referred to above. Fundraising obtained a number of new grants, some fee increases and additional grants were gained from the Council, our financial management improved and the value of our investments recovered most of the 2019/20 losses.

We continue to work closely with our local authority partners who are very satisfied with the services which they contract to us, and we are also very pleased to have bid successfully for a number of grants including one which has enabled us to restart the Open-Door Project and another to develop a new digital inclusion project.

Our Board and Sub-group meetings continue to strive to provide the best possible leadership and enable Barnet Mencap to deliver excellent services to its clients. Our aim is to provide the right balance of challenge and support to the organization and, although we were sad to see two of our Board members step down, we are also very pleased to have co-opted two new Board Members who bring a new range of skills and enthusiasm to our Board. We have taken this opportunity to audit the Board's skills and develop a Training Plan and Board Workplan so we can develop the Board to meet all aspects of the Code of Good Governance during 2021/22.

Therefore we look back proudly on everything we have achieved during 2020/21, look forward to consolidating these projects during 2021/22 and to developing our 3-year Business Plan for 2022/25 in consultation with all our partners, so it reflects the needs and aspirations of our service users and the wider community.



Sheila Oliver
Chair of Trustees

OBJECTIVES AND ACTIVITIES

The trustees, who are also directors under company law, present their report and financial statements for the year ended 31 March 2021.

The trustees confirm that the financial statements comply with current statutory requirements, the Memorandum and Articles of Association and the Statement of Recommended Practice- Accounting and Reporting by Charities: SORP, applicable to charities preparing their accounts in accordance with FRS 102.

1. The purpose of Barnet Mencap is to promote its charitable objectives so that it can respond to the needs of people with learning disabilities and/or additional disabilities, their families and carers. Barnet Mencap operates in the London Borough of Barnet.
2. Barnet Mencap provides services and support for children and adults with learning disabilities and/or autism. These services include parenting programmes, advice and information for parent carers, short breaks for children and adults and a leisure and learning project. It provides advice, information, support, housing and outreach for adults. Barnet Mencap also works to support employment opportunities and to increase public awareness and understanding of the problems and abilities of people with learning disabilities and their families. Barnet Mencap has a project to increase the reporting of hate crimes. There is a project developing a screening programme and support for autistic people.
3. Barnet Mencap's activities have been carried out to help meet the needs of people with learning disabilities and their families for the public benefit. The trustees understand their responsibility to keep this public benefit central to the work and activities.
4. Children and adults with learning disabilities continue to face significant barriers to their full and equal participation in society. Poverty, discrimination, social isolation and health inequalities are common and enduring features of their lives. Barnet Mencap's services are provided to increase opportunities for people to build on their strengths, and support them to develop skills to be active citizens in their community. Through advice and information, staff support enables them to live as independently with as much control as possible.
5. Barnet Mencap employs staff to provide services and support, and funds its work through contracts, grants and general fundraising. The organisation sets out its strategy in its Business Plan. It sees the rights of children and adults with learning disabilities, and their carers, as the starting point for recognising the need for services and support. The strategy is to ensure that there is good early years support, both practical and emotional, to help children under five thrive, be healthy and be ready for school. Adults and older children with learning disabilities need advice and information to make choices about what is important to them, to feel safe and to have good physical and mental health and quality of life.

OBJECTIVES AND ACTIVITIES (continued)

Barnet Mencap works in partnership with statutory and voluntary organisations to bring about strategic change. Each project has a Development Plan which sets out aims that contribute to the long term objectives and helps the organisation monitor progress, recognise its achievements, and respond where there are delays or obstacles to its strategy.

6. The Development Plans see success in terms of increasing the number of beneficiaries, their satisfaction, the quality of the services and support provided, and their effectiveness in promoting wellbeing and independence. The Board monitors the Development Plans at its meetings.
7. Barnet Mencap ensures that it has sufficient staff and volunteers to provide support effectively, and that staff and volunteers have the training, supervision and support to maintain and develop quality services.

The organisation has not used volunteers in the office and community services for adults and children during 2020-21. Measurement issues, including attributing an economic value to the contribution of general volunteers, prevent the inclusion of their contribution in the statement of financial activities.

ACHIEVEMENTS AND PERFORMANCE

In the year 2020-21 Barnet Mencap provided its core services:

- (a) support for disabled children and parent carers;
- (b) leisure and learning projects;
- (c) housing and support; and
- (d) short breaks for children and adults with learning disabilities.

The Covid-19 pandemic has dominated life throughout 2020-21.

Most of the services experienced some disruption and had to adapt so that they could maintain support for children and adults with learning disabilities and/or autism.

Please see table overleaf.

ACHIEVEMENTS AND PERFORMANCE (continued)

Inputs	Activities	Outputs	Outcomes	Impacts
£41,500	Information, Advice and Guidance for parent carers	Staff provide information, advice and guidance for the parent carers of disabled children; as well as workshops. The service is commissioned by Barnet council. In 2020-21 staff supported families remotely, by phone or online, and saw parent carers in person where the needs were urgent and this was compatible with the government's Covid guidance. 332 parent carers were supported, 28 fewer than the previous year. This again surpassed the target of 240 parent carers. The team rang families and risk assessed those needing additional support when schools were closed and other services were unavailable.	Parent carers will have the advice and information they need to support their child and maintain family life. They will feel confident that their child is able to thrive in education, socially and are healthy, and know how to access the support they need.	Parents have improved economic circumstances, are supported with appeals and disputes and are signposted to other services.
£35,000	Parenting Programmes	Over the year, staff ran 7 parenting programmes. These were held online, from October when it became clear that in-person courses could not be safely resumed. 75 parents were supported by the parenting project, with 39 starting the programmes and 34 completing them. This is 23 fewer than 2019-20. The helpline supported 41 parents. The staff introduced two new programmes, Family Links and E-Pats (Early Positive Approaches to Support), which replaced Triple P. More staff have been trained to facilitate E-Pats and this will now be offered to families of children under 5. Staff supported parent carers over the phone who were struggling to manage at home during the pandemic. The ADHD pilot continued for 6 children.	Parent carers learn skills that help them in their role and increase their knowledge about their child's behaviour, health, eating and sleeping patterns.	Parent carers feel more confident in their role and their ability to access support when they need it. They also develop connections with other parent carers, and often sustain these after the course has ended.

ACHIEVEMENTS AND PERFORMANCE (continued)

Inputs	Activities	Outputs	Outcomes	Impacts
		Staff are also involved in forums to develop the Local Offer, and the Early Help Hubs, and joined the SEND Partnership Board in December 2020		
£34,100	Short Breaks for Children and young people	Take a Break provides short breaks for disabled children and their families. The breaks take place in the community or the family home. For long periods in 2020-21 families were apprehensive about taking breaks but 31 were supported in the community or at home only 5 fewer than the previous year. The TAB team had to cancel activity programmes in the school holidays as they could not be safely provided. The service expects referrals to increase in 2021-22 and has recruited more staff and a new Coordinator.	Children develop new interests; parents get a short break from their caring responsibilities.	Children have opportunities to develop skills, make friends and have fun. Parent carers are able to have time for themselves in a way that best suits them
£275,154	Leisure and Learning Projects	The Community Opportunities Project (COPs), which comprises Springboard and Fit2gether, facilitate leisure and learning projects and develop peer support as part of the Bright Futures contract. COPs provided support for 82 people during the year. In-person activities ran between August and December, when the rates of Covid infections meant staff could no longer do this safely. 21 members took part in face to face activities at this time. There were online activities, such as Zumba, yoga, disco workout, while other activities took place in person, with swimming and walking especially popular. A total of 350 people took part in COPs' activities and online programme.	People have had fun and learnt skills. They report the benefits of meeting new people, feeling fitter and less isolated.	People have developed skills and relationships which have helped them to remain as independent as possible. People will have improved physical and mental health.

ACHIEVEMENTS AND PERFORMANCE (continued)

Inputs	Activities	Outputs	Outcomes	Impacts
		In the first three months of the year, staff rang members to assess the risks they faced at home and provided 1:1 support for the people who were most in need of it. The Have Your Say group continued online and 14 members remained active this year. There were 12 meetings in 2020-21 and the members were given equipment and taught how to participate. The group covered a number of topics over the year, including restorative justice, Safe Places, shopping safely online, responsible social media, health and wellbeing after Covid.		Mainstream services have a better understanding of people with learning disabilities and autism, what is important to them and the support they need. People with learning disabilities directly deliver this message.
£832,718	Housing and Support	Equality Housing's Community Link Workers provide support for tenants in their own homes, in the shared houses, and as part of an outreach service. There has been no increase in the number of clients (69). Staff also provide a housing management service for the three houses, and collect rents. The team adapted support in the shared houses, with dedicated staff in each house, to prevent the chances of cross-infection, but maintained in-person support throughout the pandemic. The Equality Housing Team is reviewing its model and the best way to attract new tenants and fill voids when people move-on.	Tenants live as independently as possible in the community; they do this by learning and maintaining skills, and taking opportunities to develop friendships and relationships through work and volunteering.	People benefit from having a secure home. They have the information and advice to make choices; to live valued lives in the community; to remain safe, healthy and active; and to contribute to their communities.

ACHIEVEMENTS AND PERFORMANCE (continued)

Inputs	Activities	Outputs	Outcomes	Impacts
£137,929	Short Breaks for adults with learning and/or other disabilities	Most families cancelled short breaks at Sherrick House. The staff team provided a service for two families between April and September, and 11 people went on holiday. By September, the level of utilisation - following a long period of reduced demand - meant the residential service was no longer viable and stopped in September. All of the families were reviewed by the Barnet Learning Disability Service and offered alternative short breaks. We provided 144 nights to 8 clients across the first half of 2020-21. We provided 363 day breaks to 8 clients over the course of the year, a large increase from 35 days in 2019-20.	People learn new skills and try new activities. Some people utilise these skills when they move on to supported living services.	Parents and carers have regular short breaks as part of a package of support that helps them to sustain their caring role.

ACHIEVEMENTS AND PERFORMANCE (continued)

Barnet Mencap sets out its objectives for the year in the Development Plans. These were agreed in advance of the pandemic and were used by the teams to guide their work in spite of the huge challenges presented by Covid lockdowns and restrictions at different times of the year.

- a) In April, staff offered a new service. The Project 300 team made regular phone calls to 251 people with learning disabilities, known to the Barnet Learning Disability Service, and their families. Staff carried out welfare checks to ensure people had enough food and medication and offered emotional support. This continued through the year and facilitated extra help for people with Down's Syndrome and over annual health checks, vaccinations, carers' support and safeguarding. Project 300 has now been incorporated into the Bright Futures contract.
- b) Working for You provided most of its support over the telephone in 2020-21 and supported 194 people with learning disabilities and/or autism. This compares with 193 in 2019-20. The most common reasons for referrals to the team are benefits, followed by general advice, freedom passes, housing, moving on and employment. There were 88 people new to the service.
- c) The Employment Service had secured only 8 jobs in 2019-20 and faced very difficult circumstances this year. Much of the economy was put on hold because of the pandemic and this affected hospitality and retail, two of the best sources of jobs for people with learning disabilities. Staff provided support via telephone and online courses, and 7 people went into paid work. The objective was to support people to remain in jobs and maintain the skills and confidence of the 36 people using the service and ensure they are not left further behind when the economy recovers in 2020-21.
- d) Bright Futures has a goal of raising awareness of people with learning disabilities and autism, and how to better work with them. Sessions were provided online for 269 people. Staff delivered 27 sessions for 22 organisations, including Barnet Carers Centre, the Community Security Trust, Healthwatch, Barnet Job Centre and Jewish Women's Aid.
- e) There were 9 disability hate crimes reported in Barnet in 2020-21, one more than last year. The Hate Crime Reporting Project responded to concerns about hate crime against the Chinese community, continued to work closely with Middlesex University, the other reporting centres and Why Me?. The Coordinator organised events online for Safeguarding Month and Hate Crime Week. A new Hate Crime Strategy was launched by the council. Barnet Mencap has taken on responsibility for Safe Places, a scheme to provide support for adults with learning disabilities and will develop it in 2021-22 as lockdown restrictions are eased.

ACHIEVEMENTS AND PERFORMANCE (continued)

- f) Barnet Mencap staff continue to be members of the Safer Communities Partnership Board, Barnet Safeguarding Adults Board, and the Access to Justice sub-group. They have worked closely with the Multi-agency Safeguarding Hub (MASH) and helped to establish the new MASH/Voluntary and Community Sector (VCS) group, which is designed to improve safeguarding work across agencies and completed a self-assessment for the sector. Barnet Mencap conducted two safeguarding audits and one outcome will be a new checklist to help staff adhere to the procedures for adults at risk. There were 67 responses to the borough-wide survey on financial abuse, coordinated by Barnet Mencap
- g) The significant loss of £81,802 in 2019-20 led to an increased focus on fundraising. The Fundraiser applied for grants as it was not possible to undertake community and events activities. This raised £25,300 for emergency supplies - delivered to disabled children and adults at the start of the pandemic - and to address digital inclusion. Another £103,000 was secured to re-establish the Open Door project over the next three years. A grant of £5,000 helped COPs to arrange sporting activities. £4,000 Was raised through the Big Give, a new online initiative in December 2020.
- h) The Autism Service adapted to support people remotely. This included emotional support for callers, who were often very anxious, and conducting the screening assessments online. 103 people were supported over the year compared with 209 in 2019-20. Staff have contributed to the new Suicide Prevention Strategy, and explored with Mind in Barnet how a specialist counselling service for autistic people could be funded and provided.
- i) The Covid pandemic affected every aspect of life for people across the globe. Barnet Mencap carefully followed government advice on personal protective equipment and managing the office safely, with hand hygiene, social distancing and ventilation. It used risk assessments for its services, keeping the office open for staff. Royal Mencap, ACEVO, Bates Wells, the Adults' and Childrens' Liaison groups and the Chief Executive's Network were important sources of additional information and advice, as Barnet Mencap implemented government guidance and worked closely with the council and health services. The council provided a series of grants that help Barnet Mencap manage financially as the pandemic continued through the year.
- j) Barnet Mencap produced a film to raise awareness of cancer screening for people with learning disabilities, paid staff and family carers. Working with Attain, a professional film company, and a cast of people with learning disabilities and local health professionals, the film and easy read materials were launched in January and will be followed by training for service providers.

A new report on good oral health care was funded by CommUNITY Barnet and promoted a series of awareness-raising sessions for adults and children with learning disabilities.

Barnet Mencap is a member of Healthwatch and has worked with Inclusion Barnet since they took on the contract in April 2020.

ACHIEVEMENTS AND PERFORMANCE (continued)

- k) The Board, HR and Finance Sub-committees have met online in 2020-21. The AGM was also held online and Sheila Oliver has succeeded Andrew Waite as Chair. Two new people have brought their skills and knowledge to the Board since they were co-opted in the winter. The Board decided to extend the current Business Plan for a year and engage widely before developing a new one for 2022-25.
- l) Barnet Mencap has reflected on some of the lessons of the Black Lives Matter and Charities So White campaigns. A group of staff met to discuss how Barnet Mencap can better address racism in the course of its work, and more effectively implement its Equality, Diversity and Inclusion policy.

FINANCIAL REVIEW

Barnet Mencap had a much-improved financial year in 2020/21, finishing with a net surplus of £191,653 following several years of deficits, and our unrestricted reserves increased by £167,689 to £434,813. Of these unrestricted reserves the Board has designated £168,802 for specific purposes leaving our usable reserves at a healthy £266,011, over £100,000 more than twelve months ago.

Our main source of funding remains the London Borough of Barnet, mainly through contracts which accounted for 51% of our income which increased overall by around £80,000 in 2020/21. Grants from the Council added a further 6% to our income. The charity maintains a close watch on opportunities to bid for further contracts and grants and has had some excellent results during the year.

The results achieved in 2020/21 reflect our improved approach to budgeting and financial management. The closure of Sherrick House released what had become an unsustainable drain on our resources, we were able to agree higher prices for some services from the Council and the value of our investments regained most of the 2019/20 losses.

Other than contracts and grants we have been seeking to increase our resources through fundraising, donations and/or sponsorship for specific projects, and have taken advantage of funding made available by the Government in respect of Covid-19. Whilst the economy is now recovering we remain cautious as to the future, and the recent announcement by the Government around social care funding offered little respite for the immediate future and further doubts for the longer term.

Reserves Policy

Barnet Mencap has determined that its level of unrestricted usable reserves should be in the region of two to three months of annual unrestricted expenditure. As stated above our usable reserves stood at £268,011 at 31 March 2021 which fell within the policy requirement.

PRINCIPAL RISKS AND UNCERTAINTIES

Barnet Mencap faces a number of risks and uncertainties. It produces a Risk Register to help identify and manage these risks, including:-

1. The Covid pandemic continues to have a huge impact on health and care services as well as more widely on society and the economy. It affects each of the specific risks and uncertainties. In 2019-20, Barnet Mencap adapted its services, for example, restoring online the parenting programmes that were initially suspended. Barnet Mencap made use of the Furlough Scheme but in September did have to make some posts redundant at Sherrick House. The government's Road Map for removing statutory measures, such as a face coverings and social distancing is set out for summer, while infection rates and new variants are a cause for concern.

COPs suspended its in-person activities again during the second lockdown. This was based on risks assessments of the rising infection rates and the shortage of venues where social distancing could safely be managed.

Over the year, some staff worked from home but most have successfully returned to the office for part of the week on a rota basis. Testing, the early availability of vaccines for care staff and PPE has enabled staff to mitigate the risks of Covid. There has been a focus on maintaining staff wellbeing and good mental health in response to the stresses of the pandemic.

2. Budget Monitoring

Following the financial losses in 2020-21 Barnet Mencap introduced new procedures, for managing the budget, and for improving cash flow. The budget position remained a concern throughout most of the year, especially with the financial losses sustained by the short breaks services. But the end of year figures were improved through payments by the council, lower than expected void rates in the shared houses and carefully managing Barnet Mencap's operational costs.

3. Sherrick House

The long-standing difficulties of utilisation at Sherrick House were compounded by Covid, which had a severe impact on the service. Only two people used the residential service, with little prospect of that changing, and facing substantial financial losses, the service closed in September. Some staff were made redundant.

There was limited take up of alternative, home-based short breaks. This service was transferred and became part of Barnet Mencap's Community Services in January 2021, alongside Take a Break.

PRINCIPAL RISKS AND UNCERTAINTIES (continued)

The building at Sherrick House is due to be closed in March 2021 and Barnet council has provided an alternative venue for activities at Station road. Barnet Mencap will work with AgeUK Barnet to develop this new venue.

4. Care Quality Commission (CQC)

In 2020-21, Barnet Mencap made changes to its CQC registration. It is no longer registered to provide residential services but this continues for personal care. Barnet Mencap moved its location from Sherrick House back to the office at Hendon Lane. It is in the process of applying for a new Registered Manager.

PLANS FOR THE FUTURE

The government's Road Map has set out milestones for lifting Covid restrictions. Barnet Mencap is considering carefully how it restores more face-to-face services, whilst also retaining some of the innovations that have been successful over the past year.

Barnet Mencap is exploring a hybrid model for some staff where they will combine working in the office and at home.

The contract for Bright Futures has been extended for two more years. This will enable Barnet Mencap to maintain and develop its work, especially Project 300, and employment opportunities for people with learning disabilities and autism.

Barnet Mencap will bid to provide Accommodation and Support services again, when they are re-tendered in 2021-22.

Producing a new Business Plan was postponed last year and there will be a series of engagement activities with stakeholders as Barnet Mencap produces one instead for 2022-25.

STRUCTURE, GOVERNANCE, MANAGEMENT

1. Barnet Mencap is a registered charity No. 1089388 and a company limited by guarantee No. 04274621. It is governed by a Memorandum and Articles of Association and uses a Membership model.
2. There are six Trustees on the Board, who are also the Directors, in addition to two co-opted members. The Board meets at least four times a year at Ordinary Trustee Meetings. It sets the strategic direction for the organisation and has the overall responsibility for the running of Barnet Mencap, which is delegated on a day-to-day operational basis to the Chief Executive, Ray Booth.
3. New directors follow a written Induction Policy. They have a mentor - an experienced director - and there is a training plan for the whole Board. Child Protection and Safeguarding Adults at Risk are compulsory courses.
4. In November 2020, the following roles were voted by the Board:
 - Chair of Trustees role was appointed to Sheila Oliver.
 - Vice Chair role was appointed to Cristina Sarb.
 - Treasurer role was appointed to Mike Wiffen.
5. The Chief Executive has a Board approved annual "Key Objectives" document and has Quarterly Reviews with the Chair of Trustees to examine progress towards the annual objectives as well as monthly support and affirmation meetings with the Chair.
6. The agenda at each Trustee Ordinary Board meeting includes:
 - a report from the Chief Executive, summarising key events, new developments and progress regarding the annual Work Programme.
 - a finance report, prepared by the Treasurer, with an update on the budget position, reserves, investment news and consideration of financial risks, as well as the annual accounts, which are presented to the Board for approval.
 - a HR report, prepared by the Vice Chair, with an update on Policies and staffing issues and improvements.
7. Barnet Mencap's two sub-committees (Human Resources and Finance) have the Board represented by a minimum of 3 Directors as well as Senior Managers and the CEO in attendance.
8. Trustees meet with Managers formally through Committees or informally at publicity or fundraising events for the charity.
9. The Board reviewed how well it complies with the Charity Governance Code and, based on this, set out areas for improvement in the Trustee Work Plan.
10. The Board makes decisions at each meeting based on reports from the Chief Executive and recommendations from the Finance Committee and HR Committee. The directors hear reports from a senior manager at the beginning of Ordinary Board meetings.

STRUCTURE, GOVERNANCE, MANAGEMENT (continued)

11. Governance is addressed continuously by working through the Charity Commission "Code Of Governance - version 2" and at an annual Trustee Away Day where the Chief Executive is invited to participate as Trustees review and populate the strategic assessment and impact.
12. The Board sets pay and remuneration following discussions and recommendations to the full Board at Ordinary Meeting by both sub-committees, for all paid staff each year. The Board are considering the position for 2021/22.

The financial situation meant a general pay increase could not be made in April 2020.

13. Barnet Mencap continues to have a strong commitment to partnership working and will continue to look at external partnerships throughout 2021-22. The organisation is an active member of the North West London Mencap Consortium and works with Royal Mencap Society on a number of projects and through the Me20 group, a national group of Mencap members.

Barnet Mencap was an active member of the Children's and Adults' Liaison Groups. These were set up at the beginning of the pandemic, to coordinate the efforts of the voluntary sector in its efforts to support local residents. They have continued to meet over the year and have been a key driver to develop work with the statutory services and across the voluntary and community sector.

Locally, Barnet Mencap is part of the Wellbeing Hub's Steering Group, the Chief Executives' Network and a member organisation of Healthwatch Barnet, and continues to actively pursue tenders and contracts as a partner, where this will benefit children and adults with learning disabilities and/or autism and family carers.

Statement of responsibilities of the trustees

The trustees (who are also directors of charitable company for the purposes of company law) are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

STRUCTURE, GOVERNANCE, MANAGEMENT (continued)

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice 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 charity will continue in operation

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

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees at 31 March 2020 was 7 (2019: 7). The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Statement as to disclosure to our auditors

In so far as the trustees are aware:

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

Auditors

Goldwins limited were re-appointed as the auditors of the charitable company during the year and have expressed their willingness to continue in that capacity.

The trustees' annual report has been approved by the trustees on 30th September 2021 and signed on their behalf by:



.....
Sheila Oliver, Chair of Trustees

Independent Auditor's Report to the Members of Barnet Mencap

Opinion

We have audited the financial statements of Barnet Mencap (the 'Charity') for the year ended 31 March 2021 which comprise the Statement of Financial Activities, the Balance Sheet, statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the Charity's affairs as at 31 March 2021 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Independent Auditor's Report to the Members of Barnet Mencap

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report (incorporating the directors' report) have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

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

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us;
- the financial statements are not in agreement with the accounting records and returns;
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not obtained all the information and explanations necessary for the purposes of our audit.

Responsibilities of the trustees

As explained more fully in the trustees' responsibilities statement, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Independent Auditor's Report to the Members of Barnet Mencap

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities]. This description forms part of our auditor's report.

Independent Auditor's Report to the Members of Barnet Mencap

Use of our report

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

Anthony Epton

Anthony Epton (Senior Statutory Auditor)
for and on behalf of
Goldwins Limited
Statutory Auditor
Chartered Accountants
75 Maygrove Road
West Hampstead
London NW6 2EG

21 October 2021

BARNET MENCAP

Statement of Financial Activities (incorporating an income and expenditure account)

For the year ended 31 March 2021

			2021	2020
		Unrestricted	Restricted	Total
	Note	£	£	£
Income from:				
Donations, subscriptions and legacies	3	32,264	-	32,264
Charitable activities:	4			
Equality Housing		415,662	417,056	832,718
Short Term Care		69,877	102,152	172,029
Community Services (Children)		622	100,041	100,663
Community Services (Adults)		41,416	233,738	275,154
Employment Opportunities		-	32,000	32,000
Investment income	5	6,904	-	6,904
Total income		566,745	884,987	1,451,732
Expenditure on:				
Raising funds	6	14,006	-	14,006
Charitable activities:	6			
Equality Housing		257,368	402,305	659,673
Short Term Care		122,338	102,152	224,490
Community Services (Children)		2,240	99,926	102,166
Community Services (Adults)		29,762	212,845	242,607
Employment Opportunities		-	32,000	32,000
Expect the Best		2,747	-	2,747
Total expenditure		428,461	849,228	1,277,689
Net income / (expenditure) before net gains / (losses) on investments		138,284	35,759	174,043
Net gains / (losses) on investments		17,610	-	17,610
Net income / (expenditure) for the year		155,894	35,759	191,653
Transfers between funds		11,795	(11,795)	-
Net income/ (expenditure) before other recognised gains and losses		167,689	23,964	191,653
Gains / (losses) on revaluation of fixed assets		-	-	-
Actuarial gains / (losses) on defined benefit pension schemes		-	-	-
Other gains / (losses)		-	-	-
Net movement in funds		167,689	23,964	191,653
Reconciliation of funds:				
Total funds brought forward		267,124	48,584	315,708
Total funds carried forward		434,813	72,548	507,361

All of the above results are derived from continuing activities.

There were no other recognised gains or losses other than those stated above.

The attached notes form part of these financial statements.

BARNET MENCAP
Balance Sheet
As at 31 March 2021

	Note	2021 £	2021 £	2020 £	2020 £
Fixed assets					
Tangible assets	10		11,480		17,912
Investments	11		169,547		151,937
			<u>181,027</u>		<u>169,849</u>
Current assets					
Debtors	12	152,168		143,129	
Cash at bank and in hand		<u>284,595</u>		<u>139,250</u>	
		<u>436,763</u>		<u>282,379</u>	
Liabilities					
Creditors: amounts falling due within one year	13	<u>110,429</u>		<u>136,520</u>	
Net current assets			<u>326,334</u>		<u>145,859</u>
Total assets less current liabilities			<u>507,361</u>		<u>315,708</u>
Total net assets			<u><u>507,361</u></u>		<u><u>315,708</u></u>
Funds	15				
Restricted funds			72,548		48,584
Unrestricted funds:					
Designated funds		168,802		105,639	
General funds		<u>266,011</u>		<u>161,485</u>	
Total unrestricted funds			<u>434,813</u>		<u>267,124</u>
Total funds			<u><u>507,361</u></u>		<u><u>315,708</u></u>

The financial statements have been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

Approved by the trustees on 12th October 2021
and signed on their behalf by:

SR Oliver
Sheila Oliver
Chair of Trustees

M. Wiffen
Mike Wiffen, BA(Hon) CPFA
Treasurer

Company registration no. 04274621

The attached notes form part of the financial statements.

BARNET MENCAP
Statement of Cash Flows
For the year ended 31 March 2021

	Note	2021 £	2021 £	2020 £	2020 £
Net cash provided by / (used in) operating activities	16		140,515		(51,422)
Cash flows from investing activities:					
Interest/ rent/ dividends from investments		6,904	-	8,341	-
Sale/ (purchase) of fixed assets		(2,074)	-	(8,452)	-
Sale/ (purchase) of investments		-	-	-	-
Cash provided by / (used in) investing activities			4,830		(111)
Cash flows from financing activities:					
Repayments of borrowing		-	-	-	-
Cash inflows from new borrowing		-	-	-	-
Receipt of endowment		-	-	-	-
Cash provided by / (used in) financing activities			-		-
Change in cash and cash equivalents in the year			145,345		(51,533)
Cash and cash equivalents at the beginning of the year			139,250		190,783
Change in cash and cash equivalents due to exchange rate movements			-		-
Cash and cash equivalents at the end of the year	17		284,595		139,250

1 Accounting policies

a) Basis of preparation

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

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

b) Going concern

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern. Key judgements that the charitable company has made which have a significant effect on the accounts include estimating the liability from multi-year grant commitments. The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

c) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred. Income received in advance for the provision of specified service is deferred until the criteria for income recognition are met.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

d) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised so refer to the trustees' annual report for more information about their contribution.

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

e) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

f) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

g) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise of trading costs and the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- Expenditure on charitable activities includes the costs of delivering services and other activities undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

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

h) Allocation of support costs

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 Charity's activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 6.

i) Operating leases

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

j) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £1,000. Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

Office Equipment	20%
Fixtures and fittings	20%
Personal Computer equipment	50%
Larger Computer equipment	25%

k) Listed investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. Any change in fair value will be recognised in the statement of financial activities.

l) Stocks

Stock is included at the lower of cost or net realisable value. Donated items of stock are recognised at fair value which is the amount the charity would have been willing to pay for the items on the open market.

m) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

n) Cash at bank and in hand

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

o) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

p) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

q) Pensions

Barnet Mencap provides a defined-contribution pension scheme through The People's Pension in line with the Government's auto-enrolment regulations.

2 Detailed comparatives for the statement of financial activities

	2020 Unrestricted £	2020 Restricted £	2020 Total £
Income from:			
Donations, subscriptions and legacies	44,265	1,000	45,265
Charitable activities:			
Equality Housing	414,471	343,569	758,040
Short Term Care	58,245	115,072	173,317
Community Services (Children)	273	93,770	94,043
Community Services (Adults)	79,700	144,545	244,245
Employment Opportunities	-	69,500	69,500
Expect the Best	-	-	-
Investments	8,341	-	8,341
Total income	605,295	767,456	1,372,751
Expenditure on:			
Raising funds	3,474	-	3,474
Charitable activities:			
Equality Housing	320,720	343,569	664,289
Short Term Care	186,654	115,072	301,726
Community Services (Children)	33,288	83,696	116,984
Community Services (Adults)	117,562	148,196	265,758
Employment Opportunities	-	69,500	69,500
Expect the Best	8,548	-	8,548
Total expenditure	670,246	760,033	1,430,279
Net income / expenditure before gains / (losses) on investments	(64,951)	7,423	(57,528)
Net gains / (losses) on investments	(23,574)	-	(23,574)
Net income / expenditure	(88,525)	7,423	(81,102)
Transfers between funds	-	-	-
Net income / (expenditure) before other recognised gains and losses	(88,525)	7,423	(81,102)
Gains / (losses) on revaluation of fixed assets	-	-	-
Actuarial gains / (losses) on defined benefit pension scheme	-	-	-
Other gains / (losses)	-	-	-
Net movement in funds	(88,525)	7,423	(81,102)
Total funds brought forward	355,649	41,161	396,810
Total funds carried forward	267,124	48,584	315,708

3 Income from donations and legacies

			2021	2020
	Unrestricted	Restricted	Total	Total
	£	£	£	£
Gifts	19,100	-	19,100	33,885
Subscriptions	8,160	-	8,160	11,380
Legacies	5,004	-	5,004	-
	<u>32,264</u>	<u>-</u>	<u>32,264</u>	<u>45,265</u>

4 Income from charitable activities

			2021	2020
	Unrestricted	Restricted	Total	Total
	£	£	£	£
Equality Housing				
London Borough of Barnet (LBB) Contracts	-	371,949	371,949	343,569
LBB Grant - Covid 19	-	40,830	40,830	-
Other Grants	-	4,277	4,277	-
Other income	415,662	-	415,662	414,471
Total for Equality Housing	415,662	417,056	832,718	758,040
Short Term Care				
LBB Contract	-	84,125	84,125	115,072
LBB Grant Covid 19	-	14,595	14,595	-
Other Grants	-	3,432	3,432	-
Other income	69,877	-	69,877	58,245
Total for Short Term Care	69,877	102,152	172,029	173,317
Community Services (Children)				
Barnet Parent Carer Forum	-	-	-	1,645
LBB Contract	-	84,134	84,134	92,125
LBB Grant - Covid 19	-	9,844	9,844	-
Other Grants	-	6,063	6,063	-
Other income	622	-	622	273
Total for Community Services (Children)	622	100,041	100,663	94,043
Community Services (Adults)				
LBB Contract	-	161,265	161,265	112,196
LBB Grant Covid 19	-	22,198	22,198	-
MOPAC Hate Crime Grant	-	30,000	30,000	35,000
Other Grants	-	20,275	20,275	-
Other income	41,416	-	41,416	77,049
Total for Community Services (Adults)	41,416	233,738	275,154	224,245
Employment Opportunities				
LBB Contract	-	32,000	32,000	69,500
Total for Employment Opportunities	-	32,000	32,000	69,500
Total income from charitable activities	527,577	884,987	1,412,564	1,319,145

5 Income from investments

			2021	2020
	Unrestricted	Restricted	Total	Total
	£	£	£	£
Bank interest	212	-	212	452
Investment income	6,692	-	6,692	7,889
	6,904	-	6,904	8,341

6 Analysis of expenditure

	Basis of allocation	Cost of raising funds	Equality Housing	Short Term care	Charitable activities		Empl'ment Opps	Expect The Best	Support & Governance costs	2021 Total	2020 Total
		£			Community Services (Children)	Community Services (Adults)					
		£	£	£	£	£	£	£	£	£	£
Staffing	Direct	11,290	454,639	158,793	62,598	140,090	-	189	-	827,599	900,091
Premises	Direct	-	98,895	12,279	3,720	319	-	-	-	115,213	116,358
Supplies & Services	Direct	467	12,315	5,620	800	4,753	32,000	801	-	56,756	88,990
Activities	Direct	-	-	3,284	-	16,128	-	-	-	19,412	53,613
Sundries	Direct	69	481	491	1,147	2,406	-	-	-	4,594	955
<u>Support costs</u>											
Management/Strategy	Time	859	17,187	12,890	8,594	17,187	-	573	57,290	57,290	69,110
Finance	Time	69	7,749	6,610	2,182	5,974	-	318	22,902	22,902	22,223
Human Resources	Staff Nos	275	7,663	3,792	2,830	5,308	-	256	20,124	20,124	18,301
General Administration	Time/Staff	598	13,003	3,892	6,018	14,303	-	48	37,862	37,862	36,442
Premises	Space	195	28,756	10,730	7,804	18,250	-	-	65,735	65,735	73,156
Postage/Print/Stationery	Usage	91	4,616	986	2,749	7,474	-	199	16,116	16,116	18,642
IT	Staff Nos	93	14,368	5,123	3,724	10,415	-	363	34,086	34,086	32,398
		<u>14,006</u>	<u>659,673</u>	<u>224,490</u>	<u>102,166</u>	<u>242,607</u>	<u>32,000</u>	<u>2,747</u>	<u>254,115</u>	<u>1,277,689</u>	<u>1,430,279</u>
Total expenditure 2021		<u>14,006</u>	<u>659,673</u>	<u>224,490</u>	<u>102,166</u>	<u>242,607</u>	<u>32,000</u>	<u>2,747</u>	<u>-</u>	<u>1,277,689</u>	
Total expenditure 2020		<u>3,474</u>	<u>664,289</u>	<u>301,726</u>	<u>116,984</u>	<u>265,758</u>	<u>69,500</u>	<u>8,548</u>	<u>-</u>	<u>1,430,279</u>	

Of the total expenditure, £428,461 was unrestricted (2020: £670,246) and £849,228 was restricted (2020: £760,033).

7 Net income / (expenditure) for the year

This is stated after charging / (crediting):	2021	2020
	£	£
Operating lease rentals:		
Property	65,000	65,000
Other equipment	-	-
Depreciation	8,506	10,498
Auditor's remuneration - Audit Fees	3,750	3,750

8 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:	2021	2020
	£	£
Salaries and wages	872,710	902,311
Social security costs	64,940	74,019
Employer's contribution to defined contribution pension schemes	17,220	19,072
Redundancy and Termination costs	10,222	-
	965,092	995,402

No employees received employee benefits (excluding employer pension) totalling £60,000 or above during the year.

The total employee benefits including pension contributions and employer national insurance contributions of the key management personnel were £180,500 (2020: £216,472).

The charity trustees were not paid nor received any other benefits from employment with the charity in the year (2020: £nil). No trustees were reimbursed expenses during the year (2020: two trustees, £192). No charity trustee received payment for professional or other services supplied to the charity (2020: £nil).

Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2021	2020
	No.	No.
Charitable activities:-		
Equality Housing	21	23
Short Breaks	19	10
Community Services (Adults & Children)	22	24
Expect The Best	1	14
Support	5	5
	68	76

9 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

			2021	2020
10 Tangible fixed assets	Office Equipment	Other Furn & Equipment	Total	Total
	£	£	£	£
Cost				
At the start of the year	50,551	24,045	74,596	81,626
Additions in year	-	2,074	2,074	8,452
Disposals in year	-	-	-	(15,482)
At the end of the year	50,551	26,119	76,670	74,596
Depreciation				
At the start of the year	32,685	23,999	56,684	61,668
Charge for the year	8,091	415	8,506	10,498
Eliminated on disposal	-	-	-	(15,482)
At the end of the year	40,776	24,414	65,190	56,684
Net book value				
At the end of the year	9,775	1,705	11,480	17,912
At the start of the year	17,866	46	17,912	19,958

All of the above assets are used for charitable purposes.

11 Investments

	2021	2020
Investments at fair value:	£	£
Investment funds	169,547	151,937
	169,547	151,937
Movements		
Market value at the start of the year	151,937	175,511
Additions at cost	-	-
Disposals at carrying value	-	-
Net gain / (loss) on revaluation	17,610	(23,574)
Market value at the end of the year	169,547	151,937

The following holdings constituted 5% or more of the total portfolio:

6,556.308 units in Charifund	56.94%	51.59%
28,310.388 units in Charibond	20.62%	22.95%
30,640.000 units in Charities Properties Fund	22.44%	25.46%

12 Debtors

	2021	2020
	£	£
Trade and other debtors	128,381	112,130
Prepayments	23,787	30,999
	<u>152,168</u>	<u>143,129</u>

13 Creditors: amounts falling due within one year

	2021	2020
	£	£
Trade and other creditors	60,047	34,439
Taxation and social security	19,404	35,999
Accruals	30,978	53,337
Deferred income	-	12,745
	<u>110,429</u>	<u>136,520</u>

Deferred income

	2021	2020
	£	£
Balance at the beginning of the year	12,745	25,772
Amount released to income in the year	(12,745)	(25,772)
Amount deferred in the year	-	12,745
Balance at the end of the year	<u>-</u>	<u>12,745</u>

14 Analysis of net assets between funds (as at 31 March 2021)

	General unrestricted	Designated	Restricted	Total funds
	£	£	£	£
Tangible fixed assets	11,480	-	-	11,480
Investments	169,547	-	-	169,547
Net current assets	84,984	168,802	72,548	326,334
Net assets at the end of the year	<u>266,011</u>	<u>168,802</u>	<u>72,548</u>	<u>507,361</u>

Analysis of net assets between funds (previous year for comparison)

	General unrestricted	Designated	Restricted	Total funds
	£	£	£	£
Tangible fixed assets	17,912	-	-	17,912
Investments	151,937	-	-	151,937
Net current assets	(8,364)	105,639	48,584	145,860
Net assets at the end of the year	<u>161,485</u>	<u>105,639</u>	<u>48,584</u>	<u>315,708</u>

BARNET MENCAP
Notes to the Financial Statements
For the year ended 31 March 2021

15	Movements in funds	At the 1 April 2020	Income	Expenditure	Transfers	At 31 March 2021
		£	£	£	£	£
	Restricted funds:					
	Brokerage Reserve	1,812	-	-	(1,812)	-
	LBB Employment/Training	5,090	-	-	(5,090)	-
	LBB COPS/Ronak	310	-	-	-	310
	LDDF Carers Sub-Group	1,796	-	-	-	1,796
	People as Citizens	497	-	-	(497)	-
	Health For All	1,608	-	-	(1,608)	-
	Healthwatch	2,788	-	-	(2,788)	-
	Hate Crime	14,613	32,000	28,008	-	18,605
	Royal Mencap Society E-PatS	12,397	-	-	-	12,397
	LBB Covid-19	-	114,425	84,674	-	29,751
	City of London Bridge Trust	-	8,000	5,984	-	2,016
	Royal Mencap Let's Get Digital	-	2,700	-	-	2,700
	Other Restricted Funds	7,673	727,862	730,562		4,973
	Total restricted funds	48,584	884,987	849,228	(11,795)	72,548
	Unrestricted funds:					
	Designated funds:					
	Office Rent/Dilapidations Reserve	70,000	-	-	10,000	80,000
	Inclusion Fund	2,533	-	-	(2,533)	-
	Community Service Fund (Welfare)	522	-	-	-	522
	Sherrick House					
	Maintenance & Refurbishment	1,399	-	-	-	1,399
	Contingency Fund	5,000	-	-	10,000	15,000
	Equality Housing - Shared Houses					
	Maintenance & Refurbishment	2,403	-	-	-	2,403
	Voids	7,035	-	-	-	7,035
	Time Out Reserve	643	-	-	-	643
	Open Door Surestart Reserve	3,000	-	-	(3,000)-	-
	Expect the Best (post DoH)	1,304	-	1,304	-	-
	NNLS - Autism Project	11,800	-			11,800
	Covid-19 Contingency	-	-		50,000	50,000
	Total designated funds	105,639	-	1,304	64,467	168,802
	General funds	161,485	584,355	427,157	(52,672)	266,011
	Total unrestricted funds	267,124	584,355	428,461	11,795	434,813
	Total funds	315,708	1,469,342	1,277,689	-	507,361

BARNET MENCAP
Notes to the Financial Statements
For the year ended 31 March 2021

15	Movements in funds 2020	At 1 April 2019	Income	Expenditure	Transfers	At 31 March 2020
	Previous year for comparison	£	£	£	£	£
	Restricted funds:					
	Brokerage Reserve	1,812	-	-	-	1,812
	LBB Employment/Training	5,090	-	-	-	5,090
	LBB COPS/Ronak	310	-	-	-	310
	LDDF Carers Sub-Group	1,796	-	-	-	1,796
	People as Citizens	497	-	-	-	497
	Health For All	1,608	-	-	-	1,608
	Healthwatch	2,788	-	-	-	2,788
	Hate Crime	7,301	35,000	27,688	-	14,613
	Barnet Parent Carer Forum	1,854	1,645	3,499	-	
	Royal Mencap Society E-PaTS	13,424	-	1,027	-	12,397
	Big Lottery Fund	3,045	-	3,045	-	-
	Sherrick Sensory Room - Co-op	1,636	-	1,636	-	-
	Royal Mencap Society Sports Day	-	349	349	-	-
	Restricted Donations	-	1,000	1,000	-	
	Other Restricted Funds	-	729,462	721,789	-	7,673
	Total restricted funds	41,161	767,456	760,033	-	48,584
	Unrestricted funds:					
	Designated funds:					
	Office Rent/Dilapidations Reserve	70,000	-	-	-	70,000
	Inclusion Fund	2,533	-	-	-	2,533
	Community Service Fund (Welfare)	522	-	-	-	522
	Sherrick House					
	Maintenance & Refurbishment	1,399	-	-	-	1,399
	Voids	5,000	-	-	-	5,000
	Equality Housing - Shared Houses					
	Maintenance & Refurbishment	2,403	-	-	-	2,403
	Voids	7,035	-	-	-	7,035
	Time Out Reserve	1,300	-	657	-	643
	Open Start Surestart Reserve	3,000	-	-	-	3,000
	Expect the Best (post DoH)	9,852	-	8,548	-	1,304
	NNLS - Autism Project	-	-	200	12,000	11,800
	Total designated funds	103,044	-	9,405	12,000	105,639
	General funds	252,605	581,721	660,841	(12,000)	161,485
	Total unrestricted funds	355,649	581,721	670,246	-	267,124
	Total funds	396,810	1,349,177	1,430,279		315,708

Purposes of restricted funds

The Brokerage Reserve Fund is for the provision of brokerage services for families.

The Employment/Training Fund is for promoting employment opportunities for people with learning disabilities.

The COPS Ronak Project Reserve Fund is for the purpose of continuing Project activities.

The People as Citizens Fund is to enable people with learning disabilities to lead active lives.

The LDDF Carers Sub Group Reserve Fund is for funding the Valuing Carers Day.

The Health For All Reserve Fund is for completion of the project.

The Healthwatch Reserve Fund is for enabling people with learning disabilities to monitor health services.

The Hate Crime Reserve Fund is for increasing awareness of hate crime.

The Royal Mencap Society E-PaT Fund is to support parents of children with special needs.

The Tesco COPs Fund is for activities for people with learning disabilities.

The LBB Covid-19 Fund is for certain costs arising from the pandemic.

The City Bridge Trust Fund is for food and essential items for families as a result of the pandemic, and independent living skills for clients.

Royal Mencap Society Let's Get Digital is for new technology.

Purposes of designated funds

The Office Rent/Dilapidation Reserve Fund is for potential commitments arising under the Office Lease.

The Inclusion Fund is to enable people with learning disabilities to take a greater part in the work of Barnet Mencap.

The Community Service Fund (Welfare) is for special items to support individuals or families lacking other sources.

The Sherrick House Reserve Funds are for works to the House and unexpected costs.

The Equality Housing-Shared Housing Reserve Funds are for improvements to the Houses and excessive voids

The Time Out Reserve Fund is for the purpose of continuing activities.

The Open Door Sure Start Reserve Fund is for the purpose of giving children the best possible start in life.

The Expect the Best (post DOH) is for continuing development of the service.

NNLS Autism Project is funding from the New North London Synagogue for those with autism.

Covid-19 Contingency Fund is for unforeseen costs that may arise in relation to the pandemic.

16 Reconciliation of net income / (expenditure) to net cash flow from operating activities

	2021	2020
	£	£
Net income / (expenditure) for the reporting period	191,653	(81,102)
(as per the statement of financial activities)		
Depreciation	8,506	10,498
Interest, rent and dividends from investments	(6,904)	(8,341)
Gains/ (losses) on investments	(17,610)	23,574
(Increase)/ decrease in debtors	(9,039)	21,428
Increase/ (decrease) in creditors	(26,091)	(17,479)
Net cash provided by / (used in) operating activities	140,515	(51,422)

17 Analysis of cash and cash equivalents

	At 1 April 2020	Cash flows	Other changes	At 31 Mar 2021
	£	£	£	£
Cash at bank and in hand	139,250	145,345	-	284,595
Deposits (less than three months)	-	-	-	-
Total cash and cash equivalents	139,250	145,345	-	284,595

18 Operating lease commitments

Total future minimum lease payments under non-cancellable operating leases are as follows:

	Property	2020
	2021	£
	£	£
Less than 1 year	65,000	65,000
1 - 5 years	260,000	32,500
	325,000	97,500

19 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. Each member is liable to contribute a sum not exceeding £1 in the event of the charity being wound up.

20 Related party transactions

During the year there were related parties transactions as follows:

Name of Key Management Personnel: Samantha Bishop

Steve Clare (Stepfather of Samantha Bishop) provided building work to the charity in the amount of £486 (2020: £2,443).

(Gary Bishop (Husband of Samantha Bishop) provided gardening work to the charity in the amount of £150 in 2020)

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.