
Report and Financial Statements

For the year ended 31st March 2024

Barnet Mencap

A company Limited by Guarantee

Charity number 1089388

Company number 04274621

CONTENTS

Legal and Administrative Details for the Year Ended 31st March 2024	3
Trustees' Annual Report for the Year Ended 31st March 2024	
➤ Chair's Report	4
➤ Objectives and Activities	5-6
➤ Achievements and Performance	7-15
➤ Financial Review	16
➤ Principal Risks and Uncertainties	17
➤ Plans for the Future	18
➤ Structure, Governance and Management	19-21
Independent Auditors' Report	22-24
Statement of Financial Activities (incorporating an income and expenditure account)	25
Balance Sheet	26
Statement of Cash Flows	27
Notes to the Financial Statements	29-40

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	<p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p>	<p>Parent carers will have the advice and information they need to support their child and maintain family life.</p> <p>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.</p>	<p>Parents have improved economic circumstances, are supported with appeals and disputes and are signposted to other services.</p>
£35,000	Parenting Support	<p>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.</p> <p>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.</p>	<p>Parent carers learn skills that help them in their role and increase their Knowledge. They are able to reflect on approaches to parenting</p>	<p>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.</p>

ACHIEVEMENTS AND PERFORMANCE (continued)

Inputs	Activities	Outputs	Outcomes	Impacts
£46,000	Short Breaks for Children and Young People	<p>Take a Break (TAB) provides short breaks for disabled children and their families. The breaks take place in the community or the family home.</p> <p>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.</p> <p>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.</p> <p>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.</p>	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	<p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>Many of the activities are held at Station Road in Hendon, a base we share successfully with Age UK Barnet.</p>	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	<p>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.</p> <p>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.</p> <p>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.</p>	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	<p>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.</p> <p>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.</p> <p>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</p> <p>There is a new counselling service provided by Mind in Barnet, developed in partnership with Resources for Autism and Barnet Mencap.</p>	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	<p>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.</p>	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	<p>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.</p> <p>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.</p>	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	<p>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.</p> <p>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.</p>	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

.....
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**

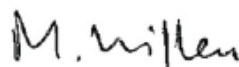
	Note	2024 £	2024 £	2023 £	2023 £
Fixed assets:					
Tangible assets	10		2,144		4,795
Investments	11		<u>162,846</u>		<u>166,512</u>
			164,990		171,307
Current assets:					
Debtors	12	81,591		109,323	
Cash at bank and in hand		<u>593,995</u>		<u>559,139</u>	
		675,586		668,462	
Liabilities:					
Creditors: 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
Communiuty 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.