

**Company Registration Number 04296856**

**SPEAK OUT IN HOUNSLOW**

**A COMPANY LIMITED BY GUARANTEE  
(CHARITY NO. 1089995)**

**FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2025**

# **SPEAK OUT IN HOUNSLOW**

**A COMPANY LIMITED BY GUARANTEE  
(CHARITY NO. 1089995)**

## **FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025**

### **CONTENTS**

---

	<b>Page</b>
Trustees' report	1 - 10
Independent Examiners Report	11 - 12
Statement of financial activities	13
Balance sheet	14
Notes to the financial statements	15 - 17

## **SPEAK OUT IN HOUNSLOW**

### **TRUSTEES' REPORT YEAR ENDED 31 MARCH 2025**

---

<b>Status</b>	Speak Out in Hounslow has charitable status and is a company limited by guarantee.
<b>Trustees</b>	Joe Johnson (Chairperson) Sean Douglas Wienand (Treasurer) Sarah Ann Miller Jatinder Chohan Ramandeep Mann Ali Shah Kyle William Huntington (Appointed 13 May 2025) Alican Harry Reilly (Appointed 13 May 2025) Xavier Franco Ramon Azado (Appointed 13 May 2025) Anthony Power (Resigned on 13 May 2025) Punam Sharma (Resigned on 13 May 2025)
<b>Directors</b>	Nicholas Benjamin Sally Malit
<b>Company Secretary</b>	Nicholas Benjamin
<b>Company registration number</b>	04296856
<b>Charity registration number</b>	1089995
<b>Registered office</b>	Suite 2-03 Qwest 1110 Great West Road Brentford TW8 0GP
<b>Bankers</b>	HSBC Bank Plc 127 High Street Hounslow TW3 1QP

## **SPEAK OUT IN HOUNSLOW**

### **TRUSTEES' REPORT YEAR ENDED 31 MARCH 2025**

---

The Trustees of the charity, who are also Directors of the company, present their report and the audited financial statements of Speak Out in Hounslow for the year ending 31st March 2025.

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

Speak Out in Hounslow is a registered charity. It is also constituted as a company limited by guarantee and is therefore governed by a Memorandum and Articles of Association. Members of the charity elect trustees annually, who are then given induction training and access to further development opportunities including Safeguarding Adults training.

The staff team in the 2024-5 period comprised of:

Nick Benjamin and Sally Malit as Co -Directors. Sarfraz Kherdin as Campaigns Consultation and Partnership / Campaigns and Advice Coordinator with Jaspaul Vilku supporting as Project Worker. Rebecca Driver as Empowerment/Manage Your Life Coordinator. Jeff Munday the Outings and Taster Project / Express Yourself and Keeping Safe coordinator. Laura-May Hassan as Drama coordinator along with Jo Chapman and Sarah Miller as project workers.

The majority of Speak Out in Hounslow employees work on a part-time basis and are employed due to the wide range of skills and expertise they can draw from.

### **MISSION STATEMENT**

Speak Out in Hounslow works to support and empower adults with learning disabilities and/or autism in Hounslow to speak up, be heard and listened to, affect change, and have real life and social opportunities.

### **AIMS AND OBJECTIVES**

#### **Overall Aim**

The overall aim of Speak Out in Hounslow is to improve the lives of adults with learning disabilities and/or autism in the London Borough of Hounslow.

#### **Specific Aims**

Speak Out in Hounslow seeks to achieve this overall aim through:

- Supporting adults with learning disabilities and/or autism to lead a normal life with the same access to opportunities as everyone else
- Empowering adults with learning disabilities and/or autism to speak up for themselves.
- Supporting adults with learning disabilities and/or autism to make their own choices and decisions.
- Increasing adults with learning disabilities and/or autism awareness of their rights, responsibilities and entitlements.
- Building user-involvement in the planning, decision making and delivery of mainstream and specialist learning disability services.
- Improving awareness and understanding of learning disability and autism issues.

## **SPEAK OUT IN HOUNSLOW**

### **TRUSTEES' REPORT YEAR ENDED 31 MARCH 2025**

---

#### **OBJECTIVES**

Speak Out in Hounslow tries to achieve these aims by doing the following things:

- Co-producing delivery with adults who have learning disabilities and/or autism to ensure that Speak Out continues to be an equity-led charity.

Offering a range of services for people with learning disabilities and/or autism that are wanted and needed.

Ensuring that experienced, competent and well-supported staff and volunteers provide these services.

Establishing a fundraising strategy that will enable all of Speak Out's projects to have secured funding at full cost.

As of 31st March 2025, Speak Out has 9 paid staff, and in the last year have worked with 3 sessional staff members and 31 volunteers. The Trustees wish to thank all of them for their commitment and achievement during the year. Speak Out would also like to thank all of its members with learning disabilities and/or autism for their invaluable additional contribution to Speak Out's work – without which the key aims and objectives of the organisation could not have been achieved.

#### **ACHIEVEMENTS AND PERFORMANCE**

At the beginning of 2024 Speak Out in Hounslow reconfigured the project delivery to ensure that it reflected the changing needs of our members and ran 5 main project elements.

Campaigns and Advice (C&A) the Empowerment project was divided into Building Independence, Express Yourself and Healthy Lifestyles and the Drama Project.

Speak Out in Hounslow currently has 879 members, adults with learning disabilities and/or autism and continues to produce well-regarded printed information in Easy Read on a quarterly basis that provides information of its activities and projects.

**Campaigns and Advice (C&A)** - This project is a user-led campaign volunteer group that was established by its members, adults with learning disabilities and/or autism, who wanted to make real and lasting change in LB Hounslow and wider society.

**This project supports members to:** Ensure people have an influence on what happens in their lives and in their community by raising the profile of people with learning disabilities and/or autism in the borough and working against changes in both mainstream and specialist services that exacerbate or do not aim to alleviate poverty, exclusion and disadvantage experienced by people with learning disabilities

#### **The project achieves this by:**

- Supporting members to attend community based meetings & make recommendations.
- Securing borough wide policy and practice changes & working in partnership.
- Providing advice to adults with learning disabilities and/or autism and their parents/ carers as well as parents/carers of children with learning disabilities and/or autism.
- Increasing the awareness and raising the profile of people with a learning disability and/or autism by taking part in consultations, mystery shops & running campaigns.

## **SPEAK OUT IN HOUNSLOW**

### **TRUSTEES' REPORT YEAR ENDED 31 MARCH 2025**

---

C&A engaged with 109 members and held 8 monthly meetings and consultations with the project's volunteers in addition to, 1 Hounslow Bus Days, 7 public information events, 4 Learning Disability and Autism Partnership Boards, 5 mystery shops, 23 drop in Advice Shops with 67 Advocacy engagements. The volunteers also took part in 3 Quality Checks on NHS services in the borough on behalf of Hounslow and Richmond Community Healthcare NHS Trust. In addition, the C&A team hosted 3 Collective Thinking Group meetings that brought together 15 community groups that support parents and SEND adults and children in LB Hounslow.

#### **Example of project outcomes:**

##### **Individual:**

Speak Out in Hounslow member, JV, needed assistance to communicate with the Finance team at Hounslow Council regarding a debt owed for care and support. Sarfraz Kherdin project lead has helped him in the past with this matter. Hounslow Council made an error on the amount he had to pay for care and support and they gave him a bill of over £1,000 to pay. Sarfraz emailed Hounslow and negotiated for the outstanding amount to be paid over 6 months instead of within 1 month. He then explained to JV how much of the debt and the current plan he needs to pay monthly.

##### **Group:**

Speak Out in Hounslow was commissioned by the Hounslow and Richmond Community Healthcare Service for their 'Quality Checker' project. AM and PS (Speak Out in Hounslow's members) were invited to the Heart of Hounslow to conduct a quality check for the Community Recovery Service (CRS).

The Community Recovery Service is an integrated health and social care service for adults identified with uni- and multi-disciplinary recovery needs. The service supports independence by providing rehabilitation and reablement after an acute illness, injury, hospital stay or change in life circumstances. It aims to restore, maximise or prevent deterioration in physical and social functioning through episodes of rehabilitation.

The Service operates in the community and visits people in their homes. Members spoke to Jill and Emad from the Service about how they operate and deal with people with learning disabilities and/or autism. Following the visit, members contributed to a report which will be shared to the Learning Disability Health Team, run by Mark Sheen (Consultant Nurse & Clinical Services Manager) based in the Heart of Hounslow.

##### **Everyone:**

Jaspaul Vilkuh-project worker and Sarfraz Kherdin -project lead were invited to the first People First London Campaign Network meeting, hosted by People First in Kings Cross.

The London Campaign Network is a 3-year project to strengthen campaigning amongst self-advocacy organisations across London working with people with learning difficulties. The aim is to share the campaigns groups are working on and to work on campaigns collectively over the lifetime of the project.

## **SPEAK OUT IN HOUNSLOW**

### **TRUSTEES' REPORT YEAR ENDED 31 MARCH 2025**

---

Jaspaul and Sarfraz were accompanied by AR and XA, members of Speak Out in Hounslow. Attendees of the campaign meeting voted on their campaign priorities for the project, which are: advocacy, benefits and hate crime.

The Campaigns and Advice Group for Speak Out will link with People First on their campaigns and projects that are on a regional and national level.

#### **The Empowerment Project - Express Yourself and Healthy Lifestyles.**

The project supports adults with a learning disability in Hounslow to live more independently and have more choice and control over their lives.

#### **This project supports members to:**

- Make positive, well informed choices, plans and changes to their lives
- Access and develop local social networks and natural community supports
- Increase uptake of positive healthy lifestyle behaviours & access to services
- Increase learning and development of key life skills
- Increase participation in decision making
- Contribute towards the community

#### **The project achieves this by:**

The co-production of activities with members of Speak Out in Hounslow's community.

Increased participation and engagement with activities, community resources and building independence.

Since April 2024, The Empowerment project activities hosted 518 active engagements sessions with 4197 attendees with learning disabilities and/or autism. The activities included arts and crafts, cooking, drama, dance and other health and wellbeing activities. The Empowerment Project worked in partnership during 2024/25 Lampton Leisure, The London Museum of Water and Steam and Park Sports Chiswick as well as many professionals from both mainstream and specialist services. Speak Out would like to thank all of these partners for their time, expertise and contributions towards helping Speak Out meet its aims.

#### **Examples of project outcomes:**

##### **Individual:**

JM attends the Gym group with 2 carers. Initially he didn't want to let go of them and would only stay for a short time. He is now, with support, using a number of different weight machines, ropes and doing floor work. His confidence has really grown and instances of him shouting swear words has greatly decreased.

##### **Group:**

A higher-needs cooking activity was devised. The sessions ran at a slower, more relaxed pace, allowing everyone to participate comfortably and at their own rhythm. We placed particular emphasis on the sensory aspects of cooking—encouraging exploration of different smells, textures, and tastes.

## **SPEAK OUT IN HOUNSLOW**

### **TRUSTEES' REPORT YEAR ENDED 31 MARCH 2025**

---

A few members, including CB and JR, often wanted to taste ingredients during preparation, so we made sure to plan menus accordingly. Having safe raw foods available helped create an environment where participants could explore freely and feel comfortable experimenting, rather than being constantly told “no.”

Many participants were non-verbal or faced communication challenges, so it was essential to give them time and space to make choices while promoting positive interactions. We used a variety of communication tools to support this—some members responded best to picture cues, while others preferred handling real ingredients to help them decide.

We also welcomed several members from a group home who have hearing impairments and use Makaton to varying degrees. Incorporating Makaton signs and visual aids enabled them to engage more fully in the sessions and connect with the group experience.

#### **Everyone:**

Over the summer, we showcased the creativity of our arts and crafts group and choir while raising awareness of the challenges faced by people with learning disabilities and/or autism. Members engaged the public at events including the Chiswick Flower Market, Clayponds Funday, Chiswick Pier Trust's Party on the Pier, Middlesex Pride, and the Creative Mile Brentford Art Trail. Activities included selling artwork, performing music, and delivering speeches to highlight inclusion and equality. These events strengthened community connections, promoted understanding, and inspired new members to join Speak Out's services.

#### **Building Independence**

This project started in January 2020 due to funding from The National Lottery.

#### **This project supports members to:**

- Live more independently
- Travel by themselves
- Access public transport e.g. trains, buses and the London Underground
- How to be safe when using social media, in relationships, out in the community and at home.

#### **The project achieves this by:**

- By encouraging open discussion on a variety of subjects
- Building understanding of wider society, how to navigate it and become more independent.

Between April 2024 and March 2025 the Building Independence project had 190 individual engagements that took place in 28 Group Confidence sessions. Information was also shared on Speak Out's Facebook group and page that had 344 group members and 420 followers.



## **SPEAK OUT IN HOUNSLOW**

### **TRUSTEES' REPORT YEAR ENDED 31 MARCH 2025**

---

#### **Individual:**

KS became the latest of our members to become a fully independent traveller. His final challenge was to negotiate the bus trip to and from Kingston having already mastered trips to and from Feltham and Hounslow. The Kingston trip was by far the longest but KS did remarkably well, memorising all of the relevant landmarks when on the bus, knowing how to manipulate his wheelchair safely into the space on the bus, pressing the 'Stop' button at the right time and getting off the bus using the ramp successfully. After this achievement we devised a 'How to keep this up' programme in which KS reported back on the independent trips he continued to make.

#### **Community:**

Staying with the Travel theme, one of our Monday afternoon courses this quarter has been Smart with Travel in which we have concentrated on safety when out and about, how to travel efficiently by bus and tube and how to use trains and taxis. Our safety topics involved concentration on how to be a responsible pedestrian which included appropriate rolling (ie, moving about in a wheelchair). We explored crossing roads emphasising safe crossing points, the need for good visibility and a 'defensive' mentality which involved projecting ourselves into situations where we were fully concentrating on what we were doing but where other road users might not be - some very good points were raised here by the group on how traffic lights are not always respected by motorists and cyclists. Journey planning was a big topic to explore. We started by analysing what we needed to take with us before starting out (keys, travel pass, money etc) and looked into how to estimate the time needed for a journey plus how to build in some extra time in case of delays. We did a lot of work on using appropriate websites such as TFL and Network Rail's journey planners, exploring timetables, routes, costs and potential service disruptions. Discussing what means of transport was best for example journeys for individual members proved very interesting with some very creative solutions found when identifying whether to use bus, tube or train. Members showed great flexibility of choice, especially when deciding journeys could be modified during rush hours to avoid routes that could get over-crowded and unpleasant. AQA certificates to the participants to celebrate their achievements.

#### **Everyone:**

During the summer, Fair Weather Walks were reintroduced with a focus on highlighting accessibility issues. While walking in Boston Manor Park, we paused at the bridge over the Grand Union Canal to film a brief "What's Wrong?" segment, which was subsequently shared online. The bridge remains inaccessible to wheelchair users—a key issue we aimed to highlight.

The video garnered several hundred views, and the positive engagement has motivated the production of additional awareness-focused content as part of the Building Independence project. At the request of the Hadley Property Group, the short film was shared with them in connection with their redevelopment of the former GlaxoSmithKline site at 960 Great West Road, which borders the canal. They intend to engage with Hounslow Council and the Canal & River Trust to improve the accessibility.

Speak Out would like to thank the National Lottery for their generous and vital support

## **SPEAK OUT IN HOUNSLOW**

### **TRUSTEES' REPORT YEAR ENDED 31 MARCH 2025**

---

#### **The Drama Project formerly known as the Voice of Us**

##### **The project supports members to**

- Have a voice.
- Express themselves in a creative way.
- Co-design performances together.
- Build confidence and individuality.
- Engage with the public audiences.

##### **The project achieves this by:**

- In person performances in front of an audience
- Working together to formulate sketches, plays and films.
- Receiving feedback from the wider community.

Between April 2024 and March 2025 the Drama project had 494 individual engagements with 46 rehearsals and collaborative working sessions, 3 live performances, and the sharing of their Hate Crime Film made.

##### **Individual:**

At the Speak Out in Hounslow AGM, RM a wheelchair user had the main role which focused on the important theme of mental health and the role friends can play in supporting someone experiencing low moods. The scene began with RM expressing unhappiness after her birthday had been forgotten. The group's task was to improvise strategies to lift her spirits and make amends. Through their collaborative efforts, they developed thoughtful ideas for invitations and gifts, successfully helping RM feel valued and appreciated.

##### **Group:**

The Drama Group dedicated the final session of 2024 to a public performance. The group presented an improvised play exploring the story of how Rudolph the Red-Nosed Reindeer became part of Santa's sleigh team. Laura-May Hussan - project lead worked diligently with the group to facilitate the development of a piece that was, in essence, created collaboratively by the participants themselves.

The performance demonstrated remarkable imagination, with Rudolph appearing in a school setting, learning to sing Christmas carols, and evolving from a figure of ridicule among his classmates to someone celebrated for his unique abilities. The themes explored in the play resonated strongly with real-life experiences faced by some individuals with learning disabilities.

The group deserves significant credit for their courage in tackling this theme and for their commitment to rehearsing over several months to ensure a polished and detailed delivery of the drama.

##### **Everyone:**

Councillor Guy Lambert from Brentford West ward shared this on the Brentford Councillors Facebook page and local website Brentford TW8.com

## **SPEAK OUT IN HOUNSLOW**

### **TRUSTEES' REPORT YEAR ENDED 31 MARCH 2025**

---

'On Tuesday it was the Speak Out in Hounslow AGM at the Steam Museum. I went last year and I really enjoyed it, and I was back this year. The people who use Speak Out have learning difficulties and/or autism and sometimes physical disabilities, but it's very warming to see them. They have heaps of fun and you find a smile crossing my face which lasts me all day. The people who work with them are lovely too. It's a privilege to attend.'

Speak Out would like to thank the Champniss Foundation for their generous and vital support

### **RESERVES POLICY**

This policy outlines the total reserves we allow Speak out in Hounslow to have and their purpose. We recognise that if we ended our support it would be particularly hard for our users to understand and come to terms with, as all of them are adults with a learning disability. So we aim to have enough money to wind down over 3 months. In addition to this, a redundancy reserve is to be allocated to provide each affected staff member with a lump sum. This will cover them if, for any reason beyond their control, their post was ended prior to the end of their contract or the expected funding period of that post.

The maximum total reserves allowed will be one week's pay per years' service for each staff member, plus three months running costs for each project. Our redundancy reserve will be calculated on the salary costs only.

### **RESPONSIBILITIES OF THE TRUSTEES**

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the charity's financial activities during the year and of its results at the end of the year. In preparing those accounts, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards and statements of recommended practice have been followed;
- 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 which disclose with reasonable accuracy at any time the financial position of the charity and to enable it to ensure that the financial statements comply with appropriate legislation. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

## **SPEAK OUT IN HOUNSLOW**

### **TRUSTEES' REPORT YEAR ENDED 31 MARCH 2025**

---

#### **TRUSTEES**

The Trustees, who are also Directors of the company, serving during the year are listed on page 1.  
This report was approved by the Trustees on 5 December 2025

For and on behalf of the Trustees



Joe Johnson - **Chair**



Sean Wienand - **Treasurer**

## **SPEAK OUT IN HOUNSLOW**

### **INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF SPEAK OUT IN HOUNSLOW**

---

I report on the accounts of the company for the year ended 31 March 2025, which are set out on pages 13 to 17.

#### **Respective responsibilities of Trustees and Examiner**

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- to state whether particular matters have come to my attention.

#### **Basis of independent examiner's report**

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

#### **Independent Examiner's statement**

In connection with my examination, no matter has come to my attention:

(1) which gives me reasonable cause to believe that in any material respect the requirements:

- to keep accounting records in accordance with section 386 of the Companies Act 2006;
- and
- to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities


## **SPEAK OUT IN HOUNSLOW**

have not been met; or

### **INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF SPEAK OUT IN HOUNSLOW**

---

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

A handwritten signature in blue ink that reads "A and C Services". The signature is written in a cursive, slightly slanted style.

A and C Services  
Flat 68 Ranton House  
1B Commerce Road  
Brentford  
TW8 8FU

5 December 2025

## SPEAK OUT IN HOUNSLOW

### STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 MARCH 2025

	Unrestricted Funds	Restricted Funds	Year ended 31 March 2025	Year ended 31 March 2024
	£	£	£	£
<b>Charitable Activities</b>				
Big Lottery Funds	60,805	60,805	121,610	148,201
London Borough of Hounslow	55,264	55,264	110,528	99,631
People Health Trust	-	5,964	5,964	7,156
GLA	-	21,859	21,859	29,228
Champniss Foundation	-	11,508	11,508	14,432
Hounslow and Richmond NHS	-	-	-	2,207
Other Grants and Donations	7,587	-	7,587	3,100
Merchandise sales	731	-	731	44
Investment Income	<u>3,044</u>	<u>-</u>	<u>3,044</u>	<u>2,072</u>
<b>Total incoming resources</b>	<b><u>127,431</u></b>	<b><u>155,400</u></b>	<b><u>282,831</u></b>	<b><u>306,071</u></b>
<b>Charitable activities</b>				
Directors' remuneration	35,515	36,961	72,476	67,054
Salaries and wages	58,082	60,446	118,528	110,084
Employer's NIC	5,591	5,819	11,410	9,652
Pension	1,528	1,591	3,119	2,768
Staff training	2,771	-	2,771	901
Event and running expenses	12,595	12,271	24,866	14,563
Computer running expenses	1,112	-	1,112	1,346
Equipment	379	-	379	130
Rent and rates	14,894	-	14,894	13,677
Travel	509	-	509	155
Postage, printing, stationery and publications	6,804	-	6,804	2,870
Subscriptions	540	-	540	875
Evaluation & DBS	-	-	-	2,970
Telephone & Internet	3,091	-	3,091	3,216
Insurance	1,045	-	1,045	976
Tutor	283	9,247	9,530	8,261
Payroll costs & Independent examiner's fee	2,048	-	2,048	1,941
Miscellaneous expenses, AGM and annual report	<u>218</u>	<u>-</u>	<u>218</u>	<u>508</u>
<b>Total resources expended</b>	<b><u>147,005</u></b>	<b><u>126,335</u></b>	<b><u>273,340</u></b>	<b><u>241,947</u></b>
<b>Movement of funds</b>	<b><u>(19,574)</u></b>	<b><u>29,065</u></b>	<b><u>9,491</u></b>	<b><u>64,124</u></b>

## SPEAK OUT IN HOUNSLOW

### BALANCE SHEET AS AT 31 MARCH 2025

	Notes	2025 £	2024 £
<b>Current assets</b>			
Debtors	3	1,932	1,932
Cash at bank and in hand		201,962	193,028
		<u>203,894</u>	<u>194,960</u>
<b>Creditors: Amounts falling due within one year</b>	4	(800)	(1,357)
<b>Net current assets</b>		<u>203,094</u>	<u>193,603</u>
<b>The funds of the charity:</b>			
Unrestricted funds	6	128,530	145,503
Restricted funds	6	74,564	48,100
		<u>203,094</u>	<u>193,603</u>

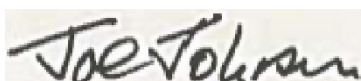
For the financial year ending 31 March 2025 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

#### Trustees/Directors' responsibilities:


- The members have not required the company to obtain an audit of its financial statements in accordance with section 476 of the Companies Act 2006.
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of the financial statements.

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

Approved by the Trustees and authorised for issue on 5 December 2025.



Joe Johnson - Chair



Sean Wienand - Treasurer

Company Registration No. 04296856



## **SPEAK OUT IN HOUNSLOW**

The notes on pages 15 to 17 form part of these financial statements.

### **NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025**

---

#### **1. Accounting policies**

The following accounting policies have been used consistently in dealing with items which are considered material in relation to the financial statements.

##### **a) Accounting convention**

The financial statements have been prepared under the historical cost convention and on a going concern basis, which is dependent upon the availability of adequate continued funding. The nature of the charity's funding is inherently uncertain as it is only agreed by the funding bodies every one to three years. Should grant funding be discontinued in future years, the charity would have to find other sources of funding or significantly curtail its activities.

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 United Kingdom and Republic of Ireland (FRS102), and the Charities Act 2011 and applicable regulations.

##### **b) Incoming resources**

Grants and other funds receivable are included in full in the Statement of Financial Activities as they are received.

##### **c) Resources expended**

Expenditure is charged to the Statement of Financial Activities on an accruals basis. Resources expended include VAT which cannot be recovered.

##### **d) Taxation**

Subject to agreement with HM Revenue and Customs, the company is exempt from the payment of any taxes to the extent it is a registered charity and therefore is not liable for Income Tax or Corporation Tax on income derived from charitable activities. The company does not have a liability to register for VAT.

## SPEAK OUT IN HOUNSLOW

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

---

#### 1. Accounting policies (continued)

##### e) Fund accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity. Restricted funds are subjected to restriction on the expenditure imposed by the donor or through the terms of appeal.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them. Governance costs included those costs associated with the meeting the constitutional and statutory requirements of the charity and include the fees and costs linked to the strategic management of the charity.

##### f) Equipment

Purchases of equipment are expensed off in full in the year in which it is acquired.

##### g) Pension costs

The charity operates a defined contribution pension scheme for employees. The assets of the scheme are held separately from those of the charity. Pension costs are assessed in accordance with actuarial advice and based on the most recent valuation of the scheme. These costs are accounted for on the basis of charging the cost of providing pensions over the period during which the charity benefits from the employees' services.

#### 2. Directors' remuneration

The remunerations for the directors for the year were as follows:

	<b>Gross Salary</b>	<b>Employer's Pension</b>	<b>2025 Total</b>	<b>2024 Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
N Benjamin	33,707	824	34,531	32,442
S Malit	<u>38,769</u>	<u>964</u>	<u>39,733</u>	<u>36,249</u>
<b>Total</b>	<b><u>72,476</u></b>	<b><u>1,788</u></b>	<b><u>74,264</u></b>	<b><u>68,691</u></b>

#### 3. Debtors

	<b>2025 £</b>	<b>2024 £</b>
Other debtors	1,932	1,932
	=====	=====

## SPEAK OUT IN HOUNSLOW

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

#### 4. Creditors: Amounts falling due within one year

	2025 £	2024 £
Accruals	800	1,357
	=====	=====

#### 5. Analysis of Net Assets between funds

	Unrestricted Funds £	Restricted Funds £	2025 Total £
Funds	128,530	74,564	203,094
Debtors	1,932	-	1,932
Creditors	<u>(800)</u>	<u>-</u>	<u>(800)</u>
	<b><u>129,662</u></b>	<b><u>74,564</u></b>	<b><u>204,226</u></b>

#### 6. Statement of Funds

	Balance at 01/04/2024 £	Incoming Resources £	Resources Expended £	Transfer £	Balance at 31/03/2025 £
<b>Restricted Funds</b>					
CCP	31,224	85,598	(62,714)	-	54,108
Drama	5,220	27,982	(38,443)	5,241	-
Empowerment Project	<u>11,656</u>	<u>31,776</u>	<u>(22,976)</u>	<u>-</u>	<u>20,456</u>
<b>Total Restricted Funds</b>	48,100	145,356	(124,133)	5,241	74,564
<b>Unrestricted Funds</b>	<u>145,503</u>	<u>139,671</u>	<u>(151,403)</u>	<u>(5,241)</u>	<u>128,530</u>
<b>Total Funds as at 31 March</b>	<b><u>193,603</u></b>	<b><u>285,027</u></b>	<b><u>(275,536)</u></b>	<b><u>-</u></b>	<b><u>203,094</u></b>

#### 7. Related party transaction

There were no Trustees' expenses paid during the year.