

Charity registration number 1093732

Company registration number 04279266 (England and Wales)

TALKBACK-UK LTD.
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2022

TALKBACK-UK LTD.

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Ms L Hughes	
	Ms K Joslin	
	Mr M Togsverd	
	Ms M Collard	
	Mr M Sparkes	(Appointed 8 November 2021)
	Ms C Daniels	(Appointed 7 February 2022)
	Ms E Sadler	(Appointed 23 January 2023)
	Ms. J Campbell	
	Mr. D Gerard	
Secretary	Mr J Hay	
Charity number	1093732	
Company number	04279266	
Registered office	Amersham Community Centre Chiltern Avenue Amersham Buckinghamshire United Kingdom HP6 5AH	
Auditor	Azets Audit Services Suites B & D Burnham Yard Beaconsfield Bucks United Kingdom HP9 2JH	

TALKBACK-UK LTD.

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TALKBACK-UK LTD.

CHAIRMAN'S STATEMENT

FOR THE YEAR ENDED 30 SEPTEMBER 2022

We present the Annual Financial Report for the year to 30th September 2022. Our Annual Impact Review, available on our website, is full of great stories of our members to enhance this report.

The environment in which Talkback operated during this period remained challenging. The impact of the pandemic continued to affect staff and members alike. However, the remarkable work done by the leadership team and staff over the past 2 years stood us in good stead and there are many lasting positives. Many of the initiatives developed during Covid to maintain personal contact with our members and to develop digital services have become core to our operations.

We are grateful for the support of funders, who have provided grants for running projects and the purchase of equipment. We are particularly proud of 'The Accessible Workshop' where our members develop practical woodworking and employment skills. This would not have been possible without funding support. We do recognize that the pressures on funding bodies are increasing, and we have been actively looking for ways to deliver our services more efficiently, including through volunteer support. We have also continued to look for new ways to raise income to improve our services and increase our reach.

Mr M Sparkes

Dated: 15 May 2023

TALKBACK-UK LTD.

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 30 SEPTEMBER 2022

The Trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the 12 months ended 30 September 2022. The Trustees comply with the charity's Constitution, the Companies Act 2006 and Reporting by Charities: Statement of Recommended Practice applicable in the UK and Republic of Ireland (FRS 102 (update bulletin 2)).

The financial statements have been prepared in accordance with the accounting policies set out in note to the financial statements and comply with the charity's governing document, the Companies Act 2006 and "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)".

Objectives and activities

The charity's objectives and principal activities are:

- To provide opportunities for autistic individuals and people with a learning disability to have their say on local services in the community. To enable them to obtain their full rights and privileges as citizens through embedding the skills of self-advocacy.

These are achieved by:

- supporting and developing self-advocacy skills, providing opportunities for people to engage meaningfully and participate, feeding into the planning, development, and delivery of services.
- training and consultation with a range of professionals and agencies, the wider community, and families to educate and raise awareness. To increase the quality of life experienced by people with a learning disability and/or autism, plus other disability groups.
- providing education support, personal development services, life skills and employment support.

Talkback - Our Passion

Our purpose and passion lie in "Developing a World of Possibilities" for all our members. Our values are applied to each person, never assuming, always listening, and forever exploring possibilities.

Our vision

"To help autistic people and people with a learning disability embrace new opportunities, lead the fulfilling lives they want and actively contribute to their community."

The Trustees have referred to the guidance contained in the Charities Commission general guidance on public benefit when reviewing the organisation's aims and objectives and are confident that Talkback is complying. We also follow the Code of Practice on Fundraising and are audited by Ofsted, Bucks County Council, and the Bucks College Group for the quality of our work. We have our own monthly quality assessments as well as those done annually by experts by experience- a trained group of people with lived experience who independently assess our services, as part of our quality improvement.

TALKBACK-UK LTD.

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) **FOR THE YEAR ENDED 30 SEPTEMBER 2022**

Achievements and performance

Safeguarding and Quality

All our staff have been fully safeguarding trained including around FGM, Prevent, Suicide, First Aid, Child Exploitation and Online Protection Awareness, Equality, Diversity and Inclusivity. Our staff were also trained by the Terence Higgins Trust on Sex, Relationships and Gender.

We achieved Excellence as a provider for our adult and operation support. We also maintained our outstanding grade from Bucks County Council for our systems and processes around college provision and staff development.

Our Programmes:

Young People (16-25 years old):

The Equip Education Programme continues to deliver exciting and innovative life skills sessions to young people. We work closely with the colleges and our thanks go to the management and staff of Bucks College Group and BCA for the way they have supported Talkback and our members. Our results this year included: -

Community/College

- Our Summer Activities programme has supported young people to successfully transition from school to college, ensuring they are able to cope with the first term and reducing drop-out rate.
- 64 students completed the academic year in July 2022.
- 45 students returned in September 2021.
- 28 new students joined in September 2021.
- Equip currently runs 19 community groups.

Transitions to Work

- 30 students have participated in weekly work experience placements – we thank all employers involved.
- “The Accessible Workshop” has created new work experience opportunities in High Wycombe and Aylesbury. The work experience is based around creative woodwork skills and now has 22 members. It is producing great results and we are very grateful for the support to our skilled volunteers.

TALKBACK-UK LTD.

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2022

Adults (25 years +)

Personal Development and Skills for Life (PDS) :

PDS gained 12 new members, reflecting the quality of our services and we have 100 people with us every week in 20 programmes. This includes 18 members who access work experience opportunities at 5 different venues.

We are extremely grateful to these organisations who have welcomed us and our members with open arms.

Sports Academy

The Talkback Sports Academy includes our hugely successful Virtual Dance and Wake Up Shake Up Sessions and YouTube channel which, to date, has had over 27,000 visits. The academy provides fun, inclusive experiences and the opportunity to learn new skills. We have introduced netball alongside our much-loved badminton and cricket. We hosted our annual sports day, with 50 people taking part over 2 days.

We are so grateful to the financial supporters as well as the excellent, inspirational internal and external sports coaches.

Employability - Transitions to Work

We are revolutionising our approach to providing support into volunteer opportunities, work experience and paid employment. We work with each member to help them achieve their goal and ensure they receive the same opportunities as everyone else.

The employment rate for our members is more than double the national average for autistic individuals and people with learning disabilities. This includes opening up volunteer opportunities.

Employability - Building Better Opportunities (BBO)

This project brings together funding from the Big Lottery Fund and the European Social Fund (ESF) to tackle the poverty and social exclusion faced by the most disadvantaged people in England.

Since 2017, we have supported 72 autistic individuals in Milton Keynes and Aylesbury in moving a step closer to employment. We are achieving employment rates of 31% against the national average of 21%.

Our proactive working relationship with the DWP continues and we are part of a consortium of providers in Milton Keynes who share best practice, employer leads, participant engagement and referrals. We are grateful for all the support.

Employability - Supported Employment

This project is a result of what autistic individuals and people with a learning disability have told us they need. We support them into successful, meaningful, paid employment of their choice. We want all individuals to develop, thrive and to feel valued and respected in the workplace. This is achieved by providing both the individual and their employer with realistic and ongoing support mechanisms.

- 7 participants are in paid employment and 10 are undertaking work experience placements.
- 4 new people joined us for supported employment in the last quarter.

TALKBACK-UK LTD.

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) **FOR THE YEAR ENDED 30 SEPTEMBER 2022**

Your Voice – Our Professional Services:

Talkback uses Your Voice to reach out to the 5000 people with learning disabilities and autistic people who are not paid members and lack support throughout Buckinghamshire, Milton Keynes and Berkshire and we also work on raising awareness on life and national issues with other organisations like Learning Disability England.

We are engaging in work with councils to help them build lasting solutions to problems that have been around for too long. We do this by helping organisations see the world through the eyes of autistic individuals and people with a learning disability and educating them on providing reasonable adjustments.

We are also doing research work on area where there are gaps in provision for people with learning disabilities and autistic individuals such as bereavement. We have delivered some innovative work with Sue Ryder on end-of-life care, training nurses and volunteers.

Talkback is an active member of Staying Healthy and Safeguarding Boards and involved in a range of Preparing for Adulthood work groups.

Autism Insight Training

Our aim is to help people experience the world through the eyes of an autistic person. Our team of trained people with lived experience give a whole new perspective on the world. We have just completed a contract with Thames Valley Police, who do amazing work.

Your Voice in Milton Keynes

In Milton Keynes, we hosted a Mental Health Conference for over 175 professionals. Autistic individuals shared their stories and experiences, discussing what needs to change.

We continue to work with MK Council on creating a community that is a best practice example for autistic people.

Your Voice in Buckinghamshire

We launched our Talkback Advice Bureau drop-in service in High Wycombe. This provides support and advice to many individuals to aid them in living independently. We'd like to thank the Front Room Café who host us every Monday afternoon.

We gathered the voices of autistic individuals to inform the Bucks Council All Age Autism Strategy. The report was well received and is currently being embedded into the Councils work for 2023-5.

Your Voice in Reading

After 15 years, our work in Reading came to an end. We are proud of our achievements in the past year, including teaching healthy living to people in 25 care homes.

TALKBACK-UK LTD.

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2022

Financial review

Talkback's plans for the 12 months to 30th September 2022 built on the excellent previous year and continued the medium-term plan to build a resilient, sustainable and innovative organisation. Ensuring effective cost control, particularly of overheads, remains paramount.

The charity operated normally, either face to face or virtually, following the government and local authority guidelines. Financial performance was slightly below plan as increases in member numbers in our Personal Development and Skills in Adult Services were offset by a very late change to funding for our Education Equip work. A long-term service investment was considered by the Board of Trustees and the costs of due diligence have been included in overheads

Investment in renting and kitting out the second Accessible Workshop, in High Wycombe, will enable us to expand the delivery of our high quality and highly regarded services.

The Finance Committee and Board of Trustees maintained oversight of Talkback's finances and satisfied themselves it continues to operate efficiently and effectively, balancing the immediate need to deliver services and support to its members with due regard to the longer-term financial health of the charity.

We are grateful to Azets, our auditors, for their continuing professional help in moving us forward.

We would like to take this opportunity to thank our principal funders during this last year. We are grateful for the support of each of the Councils and Commissioners. They are under continual pressure to deliver more with less and continue to make a positive impact which is often not recognised.

Funders to thank this year include:.

- Amersham Rotary Club
- Arnold Clark
- Buckinghamshire Council
- Co op
- Dan Maskell Foundation
- Findlay Park Investments
- Heart of Bucks
- Partnership work around Domestic Abuse and Sexual violence including with AVMKSAASS and Women's Aid
- Leap
- Milton Keynes Council
- Mencap,
- National Lottery
- National Lottery & European Social Fund (ESF)
- NHS Partnership Development Fund, Berkshire West Clinical Commissioning Group
- Occado
- Paradigm Housing
- Thames Valley Police Community Fund
- Reading Borough Council
- Red Kite
- Shanly Foundation
- The Hedley Foundation

Thomas Chettle of Bucks Council embarked on a fundraising challenge by hiking the Yorkshire 3 Peaks, raising a total £6390.59 in honour of his colleague Andy Leach who sadly died in 2021. We'd like to thank Thomas and his team for their efforts in raising this money which has gone towards The Accessible Workshop

We received additional funding through one-off pieces of work, donations, and training. Our thanks also go to several private groups and parents for their continued support.

TALKBACK-UK LTD.

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2022

Reserves Policy

In line with the SORP developed by the Charity Commission, our Trustees ensure reserves are set aside for our long-term financial viability.

It is the policy of the charity that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to between three and six month's expenditure. The trustees considers that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the charity's current activities while consideration is given to ways in which additional funds may be raised. This level of reserves has been maintained throughout the year.

To address the uncertainty in funding streams, the social care sector, property requirements and workplace pension scheme, the Trustees feel a general fund reserve of no less than £150k should be always maintained to cover between 15 and 75 days essential expenditure, this excludes rent as this is covered by a separate building reserve, as is the pension commitment.

Risk Management:

The risks for the organisation are regularly reviewed by the Board, Chief Executive, Finance and Business Managers and include Strategy, Governance, Operations, Staff, Organisational Culture and Finance.

There is an updated risk register which is reviewed quarterly and an ongoing plan for the risks to be reduced or eliminated.

The Trustees ensure that there are set policies, procedures, and insurances in place to mitigate risks.

The Finance subcommittee carries responsibility on behalf of, and reports to, the Board regarding the management and review of financial risk.

Structure, governance and management

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Ms L Hughes

Ms K Joslin

Mr M Togsverd

Ms M Collard

Mr M Sparkes

(Appointed 8 November 2021)

Ms C Daniels

(Appointed 7 February 2022)

Ms E Sadler

(Appointed 23 January 2023)

Ms. J Campbell

Mr. D Gerard

TALKBACK-UK LTD.

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) *FOR THE YEAR ENDED 30 SEPTEMBER 2022*

In accordance with the Articles of Association, the management of the charity is carried out by a Management Committee of voluntary directors, who are also Trustees. They are appointed in accordance with the Articles of Association. Talkback is also a Company Limited by Guarantee.

Recruitment is by personal approach/nomination, advertisement and using specialist recruitment services for the voluntary sector. Talkback's induction programme introduces new trustees to the Talkback Team and to the activities of the organisation. As an organisation working for and with people with a learning disability, involvement in the activities is essential to understanding the organisation. This includes being fully involved with the Management Groups.

All Trustees complete an application form and provide a full CV. Before appointment, they attend a Board meeting and a Management Group meeting, where they are invited to discuss their interest in the role.

Before appointing new Trustees, the Board undertakes a review of current and required skills to remain relevant and identify new requirements in response to any development areas and new opportunities. The skills audit, job descriptions and person specification are updated to reflect this.

Organisational structure and how decisions are made:

The Trustees delegate the day-to-day running of the organisation to the Chief Executive, Jeremy "Jay" Hay.

The Management Committee is responsible for taking decisions in the areas of governance, strategic planning, financial and risk management. A subcommittee covers finance.

Each Talkback locality has its own Management Group (people with a learning disability and autistic individuals) to act as a lead on the development and direction of Talkback.

In accordance with the company's articles, a resolution proposing that Azets Audit Services be reappointed as auditor of the company will be put at a General Meeting.

The trustees' report was approved by the Board of Trustees.

Mr M Sparkes

Trustee

Dated: 15 May 2023

TALKBACK-UK LTD.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 30 SEPTEMBER 2022

The trustees, who are also the directors of Talkback-UK Ltd. for the purpose of company law, are responsible for preparing the Trustees' 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 charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the trustees are required to:

- 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 have been followed, subject to any material departures disclosed and explained in the financial statements; and
- 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 adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

TALKBACK-UK LTD.

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF TALKBACK-UK LTD.

Opinion

We have audited the financial statements of Talkback-UK Ltd. (the 'charity') for the year ended 30 September 2022 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 30 September 2022 and of its incoming resources and application of resources, 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 trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

TALKBACK-UK LTD.

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE TRUSTEES OF TALKBACK-UK LTD.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose 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 the trustees 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 charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above and on the Financial Reporting Council's website, to detect material misstatements in respect of irregularities, including fraud.

We obtain and update our understanding of the entity, its activities, its control environment, and likely future developments, including in relation to the legal and regulatory framework applicable and how the entity is complying with that framework. Based on this understanding, we identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. This includes consideration of the risk of acts by the entity that were contrary to applicable laws and regulations, including fraud.

In response to the risk of irregularities and non-compliance with laws and regulations, including fraud, we designed procedures which included:

- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the entity through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

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. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

TALKBACK-UK LTD.

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE TRUSTEES OF TALKBACK-UK LTD.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditors' 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 trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Christopher Nisbet

Christopher Nisbet BA(Hons) FCA (Senior Statutory Auditor)
for and on behalf of Azets Audit Services

24 May 2023

Chartered Accountants
Statutory Auditor

Suites B & D
Burnham Yard
Beaconsfield
Bucks
United Kingdom
HP9 2JH

Azets Audit Services is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

TALKBACK-UK LTD.

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 30 SEPTEMBER 2022

		Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
	Notes						
Income and endowments from:							
Donations and legacies	2	4,310	751	5,061	9,992	7,179	17,171
Charitable activities	3	1,736,420	263,511	1,999,931	1,844,052	135,250	1,979,302
Investments	4	29	-	29	36	2	38
Other income	5	-	-	-	28,033	-	28,033
Total income		1,740,759	264,262	2,005,021	1,882,113	142,431	2,024,544
Expenditure on:							
Charitable activities	6	1,628,206	290,320	1,918,526	1,616,480	214,236	1,830,716
Net incoming/(outgoing) resources before transfers		112,553	(26,058)	86,495	265,633	(71,805)	193,828
Gross transfers between funds		(15,583)	15,583	-	(92,618)	92,618	-
Net income/(expenditure) for the year/ Net movement in funds		96,970	(10,475)	86,495	173,015	20,813	193,828
Fund balances at 1 October 2021		720,108	68,754	788,862	547,093	47,941	595,034
Fund balances at 30 September 2022		817,078	58,279	875,357	720,108	68,754	788,862

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

TALKBACK-UK LTD.

BALANCE SHEET

AS AT 30 SEPTEMBER 2022

	Notes	2022 £	£	2021 £	£
Fixed assets					
Intangible assets	10		-		1,385
Tangible assets	11		13,361		5,981
			<u>13,361</u>		<u>7,366</u>
Current assets					
Debtors	12	236,324		302,730	
Cash at bank and in hand		717,110		579,167	
		<u>953,434</u>		<u>881,897</u>	
Creditors: amounts falling due within one year	13	(91,438)		(100,401)	
		<u></u>		<u></u>	
Net current assets			861,996		781,496
Total assets less current liabilities			<u>875,357</u>		<u>788,862</u>
Income funds					
Restricted funds	14		58,279		68,754
Unrestricted funds			817,078		720,108
			<u>875,357</u>		<u>788,862</u>

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 30 September 2022, although an audit has been carried out under section 144 of the Charities Act 2011.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The financial statements were approved by the Trustees on 15 May 2023

Mr M Sparkes
Trustee

Company Registration No. 04279266

TALKBACK-UK LTD.

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 30 SEPTEMBER 2022

	Notes	2022 £	£	2021 £	£
Cash flows from operating activities					
Cash generated from operations	19		148,736		102,583
Investing activities					
Purchase of tangible fixed assets		(10,821)		(2,054)	
Investment income received		29		38	
		<hr/>		<hr/>	
Net cash used in investing activities			(10,792)		(2,015)
Net cash used in financing activities			-		-
			<hr/>		<hr/>
Net increase in cash and cash equivalents			137,944		100,568
Cash and cash equivalents at beginning of year			579,167		478,599
			<hr/>		<hr/>
Cash and cash equivalents at end of year			717,110		579,167
			<hr/> <hr/>		<hr/> <hr/>

TALKBACK-UK LTD.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 SEPTEMBER 2022

1 Accounting policies

Charity information

Talkback-UK Ltd. is a private company limited by guarantee incorporated in England and Wales. The registered office is Amersham Community Centre, Chiltern Avenue, Amersham, Buckinghamshire, HP6 5AH, United Kingdom.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006 and "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)". The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

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

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Designated funds comprise funds which have been set aside at the discretion of the trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the financial statements.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

TALKBACK-UK LTD.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2022

1 Accounting policies

(Continued)

1.5 Expenditure

Allocation and apportionment of costs

Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with use of the resources. Administration costs are apportioned to program costs as follows:

	Program	Support
Community services	80%	20%
Postage, printing and stationery	70%	30%
Sundry expenses	80%	20%

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

1.6 Intangible fixed assets other than goodwill

Intangible assets acquired separately from a business are recognised at cost and are subsequently measured at cost less accumulated amortisation and accumulated impairment losses.

Amortisation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Software	33% on cost
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1.7 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Leasehold improvements	over the lease term
Plant and equipment	20% on cost
Computers	33% on cost and 25% on cost

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, and deposits held at call with banks.

TALKBACK-UK LTD.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2022

1 Accounting policies

(Continued)

1.9 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors, are initially recognised at transaction price. Financial liabilities classified as payable within one year are not amortised.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

1.12 Leases

Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight line basis over the term of the relevant lease.

2 Donations and legacies

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2022 £	2022 £	2022 £	2021 £	2021 £	2021 £
Donations and gifts	4,310	751	5,061	9,992	7,179	17,171

TALKBACK-UK LTD.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2022

3 Charitable activities

	2022 £	2021 £
Grant funding	256,567	258,444
Fees	1,743,364	1,720,858
	<u>1,999,931</u>	<u>1,979,302</u>
Analysis by fund		
Unrestricted funds	1,736,420	1,844,052
Restricted funds	263,511	135,250
	<u>1,999,931</u>	<u>1,979,302</u>
Performance related grants		
Milton Keynes Council	48,017	47,570
Citizens Advice	195	4,235
NHS PDF	7,573	9,972
Reading (Autism)	12,166	10,000
	<u>67,951</u>	<u>71,777</u>

4 Investments

	Unrestricted funds	Unrestricted funds	Restricted funds	Total
	2022 £	2021 £	2021 £	2021 £
Interest receivable	<u>29</u>	<u>36</u>	<u>2</u>	<u>38</u>

5 Other income

	Total	Unrestricted funds
	2022 £	2021 £
Job retention scheme and other income	<u>-</u>	<u>28,033</u>

Other income represents the grant provided by HMRC under the Coronavirus Job Retention Scheme.

TALKBACK-UK LTD.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2022

6 Charitable activities

	Program costs 2022 £	Support costs 2022 £	Total 2022 £	Program costs 2021 £	Support costs 2021 £	Total 2021 £
Staff costs	1,224,041	-	1,224,041	1,151,495	-	1,151,495
Rent and utilities	122,976	-	122,976	113,104	-	113,104
Insurance	3,786	-	3,786	3,204	-	3,204
Communication services	3,905	-	3,905	3,603	-	3,603
Postage, printing and stationery	4,840	-	4,840	2,379	-	2,379
Subscriptions and publications	35,902	-	35,902	22,602	-	22,602
Sundries	4,680	-	4,680	1,250	-	1,250
Recruitment	9,061	-	9,061	3,682	-	3,682
Equipment and office costs	50,414	-	50,414	51,896	-	51,896
Travelling	39,541	-	39,541	25,170	-	25,170
Personal development	9,489	-	9,489	14,788	-	14,788
Consultancy costs	56,892	-	56,892	46,204	-	46,204
IT costs	44,704	-	44,704	40,111	-	40,111
Repairs and renewals	380	-	380	595	-	595
	<u>1,610,611</u>	<u>-</u>	<u>1,610,611</u>	<u>1,480,083</u>	<u>-</u>	<u>1,480,083</u>
Share of support costs (see note 7)	-	226,985	226,985	-	278,155	278,155
Share of governance costs (see note 7)	-	80,930	80,930	-	72,478	72,478
	<u>1,610,611</u>	<u>307,915</u>	<u>1,918,526</u>	<u>1,480,083</u>	<u>350,633</u>	<u>1,830,716</u>
Analysis by fund						
Unrestricted funds	1,320,291	307,915	1,628,206	1,272,336	343,744	1,616,480
Restricted funds	290,320	-	290,320	207,346	6,890	214,236
	<u>1,610,611</u>	<u>307,915</u>	<u>1,918,526</u>	<u>1,480,083</u>	<u>350,633</u>	<u>1,830,716</u>

TALKBACK-UK LTD.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2022

7 Support costs

	Support costs £	Governance costs £	2022 Support costs £	Governance costs £	2021 £
Staff costs	204,444	63,902	268,346	255,286	312,961
Depreciation/Amortisation	4,827	-	4,827	5,150	5,150
Communication services	976	-	976	901	901
Postage, printing and stationery	788	-	788	1,264	1,264
Sundries	396	-	396	316	316
Travelling	307	-	307	178	178
Accountancy and payroll	2,906	-	2,906	1,388	1,388
Bad debts	7,676	-	7,676	2,288	2,288
Other support costs	4,665	-	4,665	11,385	11,385
Audit fees	-	11,526	11,526	-	10,750
Consultancy costs	-	5,502	5,502	-	4,053
	<u>226,985</u>	<u>80,930</u>	<u>307,915</u>	<u>278,155</u>	<u>350,633</u>
Analysed between Charitable activities	<u>226,985</u>	<u>80,930</u>	<u>307,915</u>	<u>278,155</u>	<u>350,633</u>

Governance costs includes amounts charged by the auditors of £9,600 (2021: £8,760) for audit fees, and £1,926 (2021: £1,990) for accounting services.

8 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year. No trustees were reimbursed any expenses during the year (2021: £nil).

The charity's insurance cover includes Trustees' indemnity insurance. The cost associated with this cover forms part of the overall insurance premium paid by the charity and cannot be estimated. (2021: same)

TALKBACK-UK LTD.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2022

9 Employees

Number of employees

The average monthly number of employees during the year was:

2022 Number	2021 Number
71	79

Employment costs

	2022 £	2021 £
Wages and salaries	1,371,859	1,339,238
Social security costs	109,963	100,300
Other pension costs	26,817	24,918
	1,508,639	1,464,456

Key Management Personnel remuneration in the year totalled £282,804 (2021: £245,655)

One employees received annual remuneration over £60,000 (2021: 1).

10 Intangible fixed assets

	Software £
Cost	
At 1 October 2021 and 30 September 2022	8,310
Amortisation and impairment	
At 1 October 2021	6,925
Amortisation charged for the year	1,385
At 30 September 2022	8,310
Carrying amount	
At 30 September 2022	-
At 30 September 2021	1,385

TALKBACK-UK LTD.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2022

11 Tangible fixed assets

	Leasehold improvements £	Plant and equipment £	Computers £	Total £
Cost				
At 1 October 2021	29,719	8,174	8,730	46,623
Additions	-	10,161	660	10,821
Disposals	-	-	(5,787)	(5,787)
At 30 September 2022	29,719	18,335	3,603	51,657
Depreciation and impairment				
At 1 October 2021	29,719	3,822	7,100	40,641
Depreciation charged in the year	-	2,714	728	3,442
Eliminated in respect of disposals	-	-	(5,787)	(5,787)
At 30 September 2022	29,719	6,536	2,041	38,296
Carrying amount				
At 30 September 2022	-	11,799	1,562	13,361
At 30 September 2021	-	4,352	1,629	5,981

12 Debtors

	2022 £	2021 £
Amounts falling due within one year:		
Trade debtors	38,285	116,493
Other debtors	5,639	2,434
Prepayments and accrued income	192,400	183,803
	236,324	302,730

13 Creditors: amounts falling due within one year

	2022 £	2021 £
Other taxation and social security	24,029	22,952
Trade creditors	12,906	14,277
Other creditors	11,150	4,920
Accruals and deferred income	43,353	58,252
	91,438	100,401

TALKBACK-UK LTD.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 SEPTEMBER 2022

14 Restricted funds

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

	Movement in funds				Movement in funds				
	Balance at 1 October 2020	Incoming resources	Resources expended	Transfers	Balance at 1 October 2021	Incoming resources	Resources expended	Transfers	Balance at 30 September 2022
	£	£	£	£	£	£	£	£	£
Bereavement	5,634	-	(5,634)	-	-	-	-	-	-
Reading (Autism)	6,007	10,000	(12,204)	-	3,803	13,000	(13,847)	(2,638)	317
Milton Keynes	11,655	52,484	(52,919)	-	11,220	57,750	(44,385)	-	24,585
Health Project	-	2,500	(36)	-	2,464	14,509	(35,922)	18,949	-
Community Safety TVP	-	-	-	-	-	1,963	(767)	-	1,196
Domestic Abuse Project	-	-	-	-	-	3,900	(8,598)	4,698	-
NHS PDF	20,713	9,972	(12,989)	-	17,696	7,573	(10,288)	(14,982)	-
Bucks Autism Strategy	-	25,627	(118,246)	92,618	-	29,415	(23,965)	-	5,450
Redkite	(3)	-	3	-	-	-	-	-	-
Support into Employment (BBO)	3,935	-	-	-	3,935	64,754	(96,730)	28,042	-
Sue Ryder	-	-	-	-	-	7,593	(5,071)	-	2,522
Citizens Advice	-	4,235	(17)	-	4,218	22,516	(26,318)	-	416
Care and Treatment Reviews	-	6,269	(79)	-	6,190	-	(3,428)	(2,762)	-
Reading Care Act Advocacy	-	1,763	(75)	-	1,688	2,021	(6,553)	2,844	-
PDS	-	29,581	(12,040)	-	17,540	3,668	(2,641)	(18,567)	-
Loan Sharks	-	-	-	-	-	7,540	(3,861)	-	3,679
Mankind (Bucks Cameo)	-	-	-	-	-	9,764	(3,908)	-	5,856
Sexual Abuse (Carol Older)	-	-	-	-	-	4,000	(2,294)	-	1,706
TVP Autism Training	-	-	-	-	-	4,537	(1,744)	-	2,792
No Fear (Bucks)	-	-	-	-	-	9,760	-	-	9,760
	<u>47,941</u>	<u>142,432</u>	<u>(214,236)</u>	<u>92,616</u>	<u>68,754</u>	<u>264,262</u>	<u>(290,320)</u>	<u>15,583</u>	<u>58,279</u>

TALKBACK-UK LTD.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2022

15 Analysis of net assets between funds

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
Fund balances at 30 September 2022 are represented by:						
Intangible fixed assets	-	-	-	1,385	-	1,385
Tangible assets	13,361	-	13,361	5,981	-	5,981
Current assets/(liabilities)	803,717	58,279	861,996	712,742	68,754	781,496
	<u>817,078</u>	<u>58,279</u>	<u>875,357</u>	<u>720,108</u>	<u>68,754</u>	<u>788,862</u>

16 Restricted Funds

Reading

Self Advocacy project with the local council for people with learning disability.

Milton Keynes

Project to raise opportunities and better services for autistic people.

Health Project (Energise)

Weight loss project for people with learning disabilities in Bucks

NHS PDF (BWCCG)

Development fund for the health care in care homes in and around Reading.

BBO

Finding job opportunities for autistic people – diagnosed and undiagnosed in MK and North Bucks.

Reading (Autism)

Supporting people living in poverty, excluded from communities or affected by long term health conditions.

Community Safety (TVP)

Producing films and roadshows to prevent cyber crime, modern slavery and other abuse areas against people with learning disability.

Bucks Autism Strategy

To produce all the foundations for the Bucks Council's autistic strategy.

Citizens Advice (TAB)

Providing weekly support to anyone who needs help in the community who has a learning disability or is an autistic person.

TALKBACK-UK LTD.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2022

16 Restricted Funds

(Continued)

Care and Treatment reviews (Link Transitions & CTR)

Support as expert witness in medical assessment cases in the UK.

Reading Care Act Advocacy

Supporting people in legal cases to help them self-advocate in complaint areas or to advocate on their behalf.

PDS (Restricted)

To provide IT tablets so people who are isolated can access online services and Talkback TV resource library.

Loan Sharks

To educate young in schools and colleges in Bucks and Berks and Milton Keynes at how loan sharks operate and how to lessen the risk and deal with them.

Mankind (Bucks Cameo)

To work with people with learning disability who need help with depression and suicidal thoughts.

Sue Ryder - EoL

To train nurses on how to communicate and deal with people with learning disability who are in hospices and are at end of life.

Bereavement

Research into the lack of provision of bereavement support and how it is approached in the UK and development of solutions.

Domestic Abuse

Identification of the lack of reporting on domestic violence against people with learning disabilities in Bucks and working with Bucks Council to build an easy read Stay Safe website for launch in 2023.

Sexual Abuse

Developing training around how to support people who teach aspects of work around sex abuse on how to make it more inclusive to autistic people and people with learning disabilities.

Thames Valley Police (Autism)

Delivering over 50 courses to train 500+ police in Bucks and Oxfordshire in understanding autism and how to work better with people.

No Fear

To work with employers and a group of autistic people and looking at the barriers they both face to create solutions that end up with people employing more autistic people.

TALKBACK-UK LTD.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2022

16 Restricted Funds

(Continued)

Thomas Chettle 3 Peaks Challenge Designated Fund

To raise money for The Accessible Workshop a team of friends did this in memory of a colleague who had died Andy Leach.

17 Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2022 £	2021 £
Within one year	87,991	18,000
Between two and five years	159,736	54,000
In over five years	13,500	31,742
	<u>261,227</u>	<u>103,742</u>

18 Related party transactions

There were no disclosable related party transactions during the year (2021 - none).

19 Cash generated from operations

	2022 £	2021 £
Surplus for the year	86,495	193,828
Adjustments for:		
Investment income recognised in statement of financial activities	(29)	(38)
Amortisation and impairment of intangible assets	1,385	2,770
Depreciation and impairment of tangible fixed assets	3,442	2,380
Movements in working capital:		
Decrease/(increase) in debtors	66,406	(109,532)
(Decrease)/increase in creditors	(8,963)	13,174
Cash generated from operations	<u>148,736</u>	<u>102,582</u>

20 Analysis of changes in net funds

The charity had no debt during the year.