

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 2023

TALKBACK-UK LTD.

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Ms L Hughes	
	Ms K Joslin	
	Ms M Collard	(Resigned 20 May 2024)
	Ms C Daniels	
	Ms E Sadler	(Appointed 23 January 2023)
	Ms F Watson	(Appointed 18 September 2023)
	Ms A Cameron	(Appointed 22 June 2023)
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 London End Beaconsfield Buckinghamshire United Kingdom HP9 2JH	

TALKBACK-UK LTD.

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TALKBACK-UK LTD.

CHAIRMAN'S STATEMENT

FOR THE YEAR ENDED 30 SEPTEMBER 2023

We present the Annual Financial Report for the year to 30th September 2023. Alongside this we would encourage you to read our Annual Impact Review, available on our website, which is full of great stories of our members and a more detailed look at the year.

The environment in which Talkback operates is always challenging. The economic national challenges filter down to the people we work with in terms of reducing their support levels and their access to programmes they need to help them get work.

The ongoing work done by the leadership team and staff allows the results to happen and we remain extremely grateful for their passion and efforts.

We are grateful for the support of funders, who have provided grants for running projects and for the purchase of equipment. We recognise the increasing pressures on funding bodies and we actively look for ways to deliver our services more efficiently, including through volunteer support. The volunteers who have joined us have made a huge positive impact. We also continue to look for new ways to raise income to improve our services and increase our reach.



.....
Mr M Sparkes

Dated: 20/5/24

TALKBACK-UK LTD.

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 30 SEPTEMBER 2023

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

Talkback is a centre of learning and development focused on two groups of undervalued people: autistic people and individuals with learning disabilities.

Our aim is for every person who joins the Talkback journey to become better equipped to lead the life they want by helping them transition from each stage to the next.

Our members have much to offer, as active people in the community, including through volunteering and by being employees.

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 2023**

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 Education Programme called Equip, continues to deliver exciting and innovative life skills sessions to young people aged 16-25 both with college and increasingly with those not wanting to attend college and who are looking for alternative journeys.

We work closely with the colleges and our special thanks go to the management and staff of Bucks College Group and BCA for the way they have supported Talkback and our members as well as the new colleges who we have just started working with.

Personal Development and Skills for Life (21 - 75 years old) :

There are now 100 people with us every week in 20 different programmes across our Personal Development and Skills offer, reflecting the quality of our services.

The range of these services continues to grow, and we are delighted to have 18 members accessing work experience opportunities at 5 different venues.

We are extremely grateful to these organisations who have embraced Talkback and our members with open arms

TALKBACK-UK LTD.

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2023

Sports Academy

The Talkback Sports Academy has been a driving force providing fun, inclusive experiences and the opportunity to learn new skills. We have introduced netball and blaze pods alongside our 10 other sports. In addition to our annual sports day this year we premiered a Festival of Fun and Sport at the Stoke Mandeville stadium. This enabled Bucks residents with any form of disability or neuro-diverse condition to try out 12 different sports. We are grateful to Leap and the other expert partners who came, demonstrated and helped people have a go at sports ranging from boxing to dance and football to badminton to tennis, amongst others.

The over 120 people attending were also offered the chance for 4 free follow-up sessions at the sports they liked.

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

Employability - Transitions to Work

We changed our approach to providing support into volunteer opportunities, work experience and paid employment. We also launched our Supported Internship scheme and continue to provide Supported Employment for those in work.

We work with every member to help them achieve their goals and ensure they receive the same opportunities as everyone else.

The great people at Rothschild provided funds to Talkback to deliver job clubs and support for autistic people between the ages of 18 and 25 who have no funding and are unemployed. This is an ongoing initiative, but it has already enabled us to help 6 young people into work.

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

Your Voice – Our Professional Services:

Your Voice reaches out to the 5000 people with learning disabilities and autistic people throughout Buckinghamshire and Milton Keynes who are not funded and lack support.

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 have completed development of new areas where there are gaps in provision for people with learning disabilities and autistic individuals such as Grief and Loss and also support after diagnosis.

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

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

TALKBACK-UK LTD.

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2023

Financial review

Talkback's plans for the 12 months to 30th September 2023 continued the medium-term plan to build a resilient, sustainable and innovative organisation. Ensuring effective cost control, particularly of overheads, remains paramount.

Financial performance, while positive, was slightly short of that planned due to funding changes on the Education Support work we deliver. Total income for the 12 months was £1,995,222, £34,756 below that planned. Efficient use of member-facing staff and other resources contributed to the small surplus of £41,463 for the year. The major fixed asset investment made by the charity last year (£79,392) was for a software platform to enable more insightful information on our programmes and members' progress. Demand for our services remain high and we have completed the first full year at our second Accessible Workshop, in High Wycombe.

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 who we need to thank this year include:

Amersham & Villages Community Board

Autism Berkshire

Buckinghamshire Council

Barclays Community Football Fund

Braywick Heath Nurseries

Bucks Badgers

Community Action MK

Co-op Local Community Fund

Findlay Park Investment Management

Heart of Bucks - Community Foundation for Buckinghamshire

Leap

Milton Keynes Council

Mencap

National Lottery & European Social Fund (ESF)

The Nineveh Charitable Trust

Police & Crime Commissioner Thames Valley Community Fund

The Rothschild Foundation

We received additional funding through one-off pieces of work, donations, and training and by people undertaking events for us. We are humbled by their support.

We would also like to thank several private groups and parents for their continued support.

TALKBACK-UK LTD.

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2023

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, from the social care sector, property requirements and the 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 and the pension commitment as these are covered by separate reserves.

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. These results are scrutinised by the Risk and Audit Committee run by 2 trustees to make sure risk are mitigated or reviewed and actioned each quarter.

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	(Resigned 16 April 2024)
Ms M Collard	(Term of office expired 1 April 2024)
Mr M Sparkes	(Resigned 20 May 2024)
Ms C Daniels	
Ms E Sadler	(Appointed 23 January 2023)
Ms F Watson	(Appointed 18 September 2023)
Ms A Cameron	(Appointed 22 June 2023)

TALKBACK-UK LTD.

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2023

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 where possible 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: 20/5/24

TALKBACK-UK LTD.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 30 SEPTEMBER 2023

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 2023 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 2023 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 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 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

04/06/2024
.....

Chartered Accountants
Statutory Auditor

Suites B & D
Burnham Yard
London End
Beaconsfield
Buckinghamshire
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 2023

	Notes	Unrestricted funds 2023 £	Designated funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
<u>Income from:</u>								
Donations and legacies	2	3,989	8,000	-	11,989	4,310	751	5,061
Charitable activities	3	1,741,626	-	239,440	1,981,066	1,736,420	263,511	1,999,931
Investments	4	2,167	-	-	2,167	29	-	29
Total income		1,747,782	8,000	239,440	1,995,222	1,740,759	264,262	2,005,021
<u>Expenditure on:</u>								
Charitable activities	5	1,701,464	5,235	247,060	1,953,759	1,628,206	290,320	1,918,526
Net incoming/(outgoing) resources before transfers		46,318	2,765	(7,620)	41,463	112,553	(26,058)	86,495
Gross transfers between funds		(30,020)	4,485	25,535	-	(15,583)	15,583	-
Net income for the year/ Net movement in funds		16,298	7,250	17,915	41,463	96,970	(10,475)	86,495
Fund balances at 1 October 2022		817,078	-	58,279	875,357	720,108	68,754	788,862
Fund balances at 30 September 2023		833,376	7,250	76,194	916,820	817,078	58,279	875,357

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 2023

	Notes	2023 £	£	2022 £	£
Fixed assets					
Intangible assets	10		70,157		-
Tangible assets	11		18,549		13,361
			<u>88,706</u>		<u>13,361</u>
Current assets					
Debtors	12	236,555		236,324	
Cash at bank and in hand		675,077		717,110	
		<u>911,632</u>		<u>953,434</u>	
Creditors: amounts falling due within one year	13	(83,518)		(91,438)	
Net current assets			<u>828,114</u>		<u>861,996</u>
Total assets less current liabilities			<u>916,820</u>		<u>875,357</u>
Income funds					
Restricted funds	14		76,194		58,279
Designated funds			7,250		-
<u>Unrestricted funds</u>					
General unrestricted funds		833,376		817,078	
			<u>833,376</u>		<u>817,078</u>
			<u>916,820</u>		<u>875,357</u>

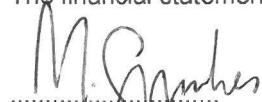
The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 30 September 2023, although an audit has been carried out under section 144 of the Charities Act 2011.

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 members have not required the company to obtain an audit of its financial statements under the requirements of the Companies Act 2006, for the year in question in accordance with section 476.

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

The financial statements were approved by the Trustees on 30/5/24



Mr M Sparkes
Trustee

Company Registration No. 04279266

TALKBACK-UK LTD.

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 30 SEPTEMBER 2023

	Notes	2023 £	£	2022 £	£
Cash flows from operating activities					
Cash generated from operations	20		46,899		148,736
Investing activities					
Purchase of intangible assets		(79,392)		-	
Purchase of tangible fixed assets		(11,707)		(10,821)	
Investment income received		2,167		29	
Net cash used in investing activities			(88,932)		(10,792)
Net cash used in financing activities			-		-
Net (decrease)/increase in cash and cash equivalents			(42,033)		137,944
Cash and cash equivalents at beginning of year			717,110		579,167
Cash and cash equivalents at end of year			675,077		717,110

TALKBACK-UK LTD.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 SEPTEMBER 2023

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 2023

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
----------	-------------

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 2023

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.

TALKBACK-UK LTD.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2023

2 Donations and legacies

	Unrestricted funds	Designated funds	Total	Unrestricted funds	Restricted funds	Total
	2023 £	2023 £	2023 £	2022 £	2022 £	2022 £
Donations and gifts	3,989	8,000	11,989	4,310	751	5,061

TALKBACK-UK LTD.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2023

3 Charitable activities

	2023 £	2022 £
Grant funding	238,267	256,567
Fees	1,742,799	1,743,364
	<u>1,981,066</u>	<u>1,999,931</u>
Analysis by fund		
Unrestricted funds	1,741,626	1,736,420
Restricted funds	239,440	263,511
	<u>1,981,066</u>	<u>1,999,931</u>
Performance related grants		
Milton Keynes Council	54,250	48,017
Citizens Advice	-	195
NHS PDF	-	7,573
Reading (Autism)	-	12,166
The Rothschild Foundation	100,000	-
	<u>154,250</u>	<u>67,951</u>

4 Investments

	Unrestricted funds	Unrestricted funds
	2023 £	2022 £
Interest receivable	<u>2,167</u>	<u>29</u>

TALKBACK-UK LTD.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2023

5 Charitable activities

	Program Costs 2023 £	Support costs 2023 £	Total 2023 £	Program Costs 2022 £	Support costs 2022 £	Total 2022 £
Staff costs	1,171,577	-	1,171,577	1,224,041	-	1,224,041
Rent and utilities	158,577	-	158,577	122,976	-	122,976
Insurance	4,668	-	4,668	3,786	-	3,786
Communication services	2,730	-	2,730	3,905	-	3,905
Postage, printing and stationery	1,959	-	1,959	4,840	-	4,840
Subscriptions and publications	36,179	-	36,179	35,902	-	35,902
Sundries	3,641	-	3,641	4,680	-	4,680
Recruitment	8,789	-	8,789	9,061	-	9,061
Equipment and office costs	37,449	-	37,449	50,414	-	50,414
Travelling	35,188	-	35,188	39,541	-	39,541
Personal development	22,646	-	22,646	9,489	-	9,489
Consultancy costs	22,452	-	22,452	56,892	-	56,892
IT costs	45,012	-	45,012	44,704	-	44,704
Repairs and renewals	-	-	-	380	-	380
	<u>1,550,867</u>	<u>-</u>	<u>1,550,867</u>	<u>1,610,611</u>	<u>-</u>	<u>1,610,611</u>
Share of support costs (see note 6)	-	317,519	317,519	-	226,985	226,985
Share of governance costs (see note 6)	-	85,373	85,373	-	80,930	80,930
	<u>1,550,867</u>	<u>402,892</u>	<u>1,953,759</u>	<u>1,610,611</u>	<u>307,915</u>	<u>1,918,526</u>
Analysis by fund						
Unrestricted funds	1,298,572	402,892	1,701,464	1,320,291	307,915	1,628,206
Designated funds	5,235	-	5,235	-	-	-
Restricted funds	247,060	-	247,060	290,320	-	290,320
	<u>1,550,867</u>	<u>402,892</u>	<u>1,953,759</u>	<u>1,610,611</u>	<u>307,915</u>	<u>1,918,526</u>

TALKBACK-UK LTD.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2023

6 Support costs

	Support costs £	Governance costs £	2023 Support costs £	Governance costs £	2022 £
Staff costs	297,168	71,836	369,004	204,444	268,346
Depreciation/Amortisation	15,754	-	15,754	4,827	4,827
Communication services	684	-	684	976	976
Postage, printing and stationery	877	-	877	788	788
Sundries	447	-	447	396	396
Travelling	555	-	555	307	307
Accountancy and payroll	3,353	-	3,353	2,906	2,506
Bad debts	(9,609)	-	(9,609)	7,676	7,676
Other support costs	8,290	-	8,290	4,665	4,665
Audit fees	-	13,313	13,313	-	11,526
Consultancy costs	-	224	224	-	5,502
	<u>317,519</u>	<u>85,373</u>	<u>402,892</u>	<u>226,985</u>	<u>307,915</u>
Analysed between Charitable activities	<u>317,519</u>	<u>85,373</u>	<u>402,892</u>	<u>226,985</u>	<u>307,915</u>

Governance costs includes amounts charged by the auditors of £10,800 (2022: £9,600) for audit fees, and £2,513 (2022: £1,926) for accounting services.

7 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 (2022: £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. (2022: same)

8 Employees

The average monthly number of employees during the year was:

2023 Number	2022 Number
<u>71</u>	<u>71</u>

TALKBACK-UK LTD.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2023

8 Employees (Continued)

Employment costs	2023 £	2022 £
Wages and salaries	1,400,423	1,371,859
Social security costs	112,179	109,963
Other pension costs	27,979	26,817
	<u>1,540,581</u>	<u>1,508,639</u>

Key Management Personnel remuneration in the year totalled £332,905 (2022: £282,804)

The number of employees whose annual remuneration was more than £60,000 is as follows:

	2023 Number	2022 Number
£60,001 - £70,000	-	1
£70,001 - £80,000	<u>1</u>	<u>-</u>

9 Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

10 Intangible fixed assets

	Software £
Cost	
At 1 October 2022	8,310
Additions	<u>79,392</u>
At 30 September 2023	<u>87,702</u>
Amortisation and impairment	
At 1 October 2022	8,310
Amortisation charged for the year	<u>9,235</u>
At 30 September 2023	<u>17,545</u>
Carrying amount	
At 30 September 2023	<u>70,157</u>
At 30 September 2022	<u>-</u>

TALKBACK-UK LTD.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2023

11 Tangible fixed assets

	Leasehold improvements £	Plant and equipment £	Computers £	Total £
Cost				
At 1 October 2022	29,719	18,335	3,603	51,657
Additions	10,426	679	602	11,707
Disposals	(23,611)	-	-	(23,611)
At 30 September 2023	16,534	19,014	4,205	39,753
Depreciation and impairment				
At 1 October 2022	29,719	6,536	2,041	38,296
Depreciation charged in the year	538	5,060	921	6,519
Eliminated in respect of disposals	(23,611)	-	-	(23,611)
At 30 September 2023	6,646	11,596	2,962	21,204
Carrying amount				
At 30 September 2023	9,888	7,418	1,243	18,549
At 30 September 2022	-	11,799	1,562	13,361

12 Debtors

	2023 £	2022 £
Amounts falling due within one year:		
Trade debtors	62,937	38,285
Other debtors	4,678	5,639
Prepayments and accrued income	168,940	192,400
	236,555	236,324

13 Creditors: amounts falling due within one year

	2023 £	2022 £
Other taxation and social security	23,910	24,029
Trade creditors	16,048	12,906
Other creditors	8,254	11,150
Accruals and deferred income	35,306	43,353
	83,518	91,438

TALKBACK-UK LTD.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 SEPTEMBER 2023

14 Restricted funds

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

	Balance at 1 October 2021	Movement in funds			Transfers 1 October 2022	Balance at 1 October 2022	Movement in funds			Transfers 30 September 2023	Balance at 30 September 2023
		£	Incoming resources	Resources expended			£	Incoming resources	Resources expended		
Reading (Autism)	3,803		13,000	(13,847)	(2,639)	317	-	-	(317)	-	-
Milton Keynes 22	11,220		57,750	(44,385)	-	24,585	24,750	(49,335)	-	-	-
Milton Keynes 23	2,464		14,509	(35,922)	18,949	-	29,500	(12,395)	-	-	17,105
Community Safety TVP	-		1,963	(767)	-	1,196	3,037	(3,151)	-	-	1,082
Domestic Abuse Project	-		3,900	(8,598)	4,698	-	1,157	(462)	-	-	695
NHS PDF	17,696		7,573	(10,288)	(14,982)	-	-	-	-	-	-
Bucks Autism Strategy	-		29,415	(23,965)	-	5,450	-	(5,712)	-	262	-
Support into Employment (BBO)	3,935		64,754	(96,730)	28,042	-	48,972	(67,692)	-	18,719	-
Sue Ryder	-		7,593	(5,071)	-	2,522	(3,668)	(178)	-	1,323	-
Citizens Advice	4,218		22,516	(26,318)	-	416	2,600	(8,124)	-	5,109	-
Care and Treatment Reviews	6,190		-	(3,428)	(2,762)	-	-	-	-	-	-
Reading Care Act Advocacy	1,688		2,021	(6,553)	2,844	-	-	-	-	-	-
PDS	17,540		3,668	(2,641)	(18,567)	-	-	-	-	-	-
TVP Autism Training	-		4,537	(1,744)	-	2,792	7,940	(5,952)	-	12	2,000
No Fear (Bucks)	-		9,760	-	-	9,760	603	(5,453)	-	2,057	-
Loan Sharks	-		7,540	(3,861)	-	3,679	-	(6,255)	-	-	3,505
Mankind (Bucks Cameo)	-		9,764	(3,908)	-	5,856	-	(3,361)	-	(319)	-
Sexual Abuse (Carol Older)	-		4,000	(2,294)	-	1,706	7,200	(11,835)	-	-	1,222
Back to Nature	-		-	-	-	-	-	(77)	-	(1,629)	-
No Fear MK	-		-	-	-	-	3,122	(1,117)	-	-	2,005
TVP Film Project	-		-	-	-	-	4,975	(3,029)	-	-	1,946
Braywick	-		-	-	-	-	4,250	(1,535)	-	-	2,715
			-	-	-	-	2,960	(356)	-	-	2,604

TALKBACK-UK LTD.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 SEPTEMBER 2023

14 Restricted funds	(Continued)
Rothschild Youth Club	41,763 (446)
	-
	(58,237) (2,488)
	100,000 2,042
	-
	-
	-
	-
	-
	68,754
	264,262
	(290,320)
	15,583
	58,279
	239,440
	(247,060)
	25,535
	76,194

TALKBACK-UK LTD.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2023

14 Restricted funds

(Continued)

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.

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.

TALKBACK-UK LTD.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 SEPTEMBER 2023

14 Restricted funds

(Continued)

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.

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.

Back to Nature

A project working with the Parks Trust in Milton Keynes where we take a group of people out for a walk with a theme- eg birds and trees. With autistic people finding a place where they can manage their anxiety is important and nature is one of those areas.

Braywick

A project where we are working with people with a variety of learning disabilities and neuro diverse conditions who all volunteer at Braywick. Our role is to create a training scheme for them so they learn more in a structured way.

Rothschild

This is a transition to work project focused on 24 young autistic people who have no funding or support and need help to find work. It lasts until July 2024.

Youth Club

Targeted at young autistic people to help build social confidence and is a traditional youth club run once a month

TALKBACK-UK LTD.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2023

15 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Movement in funds		Movement in funds			
	Incoming resources	Balance at 1 October 2022	Incoming resources	Resources expended	Transfers	Balance at 30 September 2023
	£	£	£	£	£	£
Bereavement	-	-	-	(3,190)	4,485	1,295
MK Thrive (Findlay Park)	-	-	8,000	(2,044)	-	5,956
	<u>-</u>	<u>-</u>	<u>8,000</u>	<u>(2,044)</u>	<u>-</u>	<u>5,956</u>
	-	-	8,000	(5,235)	4,485	7,250
	<u>-</u>	<u>-</u>	<u>8,000</u>	<u>(5,235)</u>	<u>4,485</u>	<u>7,250</u>

Bereavement

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

MK Thrive (Findlay Park)

Providing support for an employment project for a group of individuals who are not funded by any other agency to receive support to help secure work.

TALKBACK-UK LTD.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 SEPTEMBER 2023

16	Analysis of net assets between funds	Unrestricted funds		Designated funds		Restricted funds		Total Unrestricted funds		Restricted funds		Total	
		2023	£	2023	£	2023	£	2023	£	2022	£	2022	£
	Fund balances at 30 September 2023 are represented by:												
	Intangible fixed assets	70,157		-		-		70,157		-		-	
	Tangible assets	18,549		-		-		18,549		13,361		13,361	
	Current assets/(liabilities)	744,670		7,250		76,194		828,114		803,717		861,996	
		833,376		7,250		76,194		916,820		817,078		875,357	

TALKBACK-UK LTD.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2023

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:

	2023 £	2022 £
Within one year	56,574	87,991
Between two and five years	131,082	159,736
In over five years	-	13,500
	<u>187,656</u>	<u>261,227</u>

18 Events after the reporting date

Talkback UK Limited recently entered into a 4-year licence to occupy agreement with St Mary and St George's Church. The licence to occupy was signed after the year end on 8th April 2024, and it involves an annual commitment of £18,000 (excluding service costs)

The total committed cost to Talkback is £72,000.

Under this agreement Talkback UK Limited have access to the assigned land and buildings known as the Church and Churchyard of St Mary and St George, Rutland Avenue, High Wycombe HP12 3XA for designated time period.

The Charity will benefit from savings of £48,400 per annum in rental costs at two other local venues which will no longer be required. Overall annual savings (after service charges) from the move will be approximately £25,400.

19 Related party transactions

There were no disclosable related party transactions during the year (2022 - none).

20 Cash generated from operations

	2023 £	2022 £
Surplus for the year	41,463	86,495
Adjustments for:		
Investment income recognised in statement of financial activities	(2,167)	(29)
Amortisation and impairment of intangible assets	9,235	1,385
Depreciation and impairment of tangible fixed assets	6,519	3,442
Movements in working capital:		
(Increase)/decrease in debtors	(231)	66,406
(Decrease) in creditors	(7,920)	(8,963)
Cash generated from operations	<u>46,899</u>	<u>148,736</u>

TALKBACK-UK LTD.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (CONTINUED) ***FOR THE YEAR ENDED 30 SEPTEMBER 2023***

21 Analysis of changes in net funds

The charity had no debt during the year.