

CHANGING OUR LIVES LTD

England & Wales · Charity number 1093883

Details

Other names	PEOPLE FIRST (SANDWELL) LIMITED, SANDWELL PEOPLE FIRST
Status	Registered
Legal form	Charitable company
Company number	04404093
Registered	2002-09-20
Register	View on the Charity Commission register

Contact

Address	c/o Irwin Mitchell Riverside East 2 Millsands Sheffield S3 8DT
Phone	03003020770
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Website	www.changingourlives.org

Activities

Objects: THE COMPANY'S OBJECTS ARE, FOR THE PUBLIC BENEFIT, TO RELIEVE AND SUPPORT PEOPLE WITH PHYSICAL DISABILITIES, SENSORY DISABILITIES AND LEARNING DISABILITIES, AS WELL AS PEOPLE ON THE AUTISTIC SPECTRUM AND PEOPLE WITH MENTAL HEALTH PROBLEMS AND THEIR FAMILIES WHO ARE LIVING OR WORKING IN ENGLAND, WITH A PREFERENCE FOR THE WEST MIDLANDS, IN SUCH A WAY THAT THEY ARE EMPOWERED TO LEAD AS INDEPENDENT, FULL AND PRODUCTIVE A LIFE AS POSSIBLE AND MAXIMISE THEIR FULL POTENTIAL AND TO ADVANCE THE EDUCATION OF THE PUBLIC IN THE PHYSICAL, EMOTIONAL AND PSYCHOLOGICAL NEEDS OF SUCH PEOPLE.

Activities: Changing Our Lives is a rights-based organisation that works in co-production with disabled people and people with lived experience of mental health difficulties of all ages to achieve equality, good health and social inclusion. Our vision is of a society in which disabled people are valued and equal citizens. No one is too disabled, too challenging, or too complex to live an ordinary life.

Classification

- **How:** Provides Human Resources, Other Charitable Activities
- **What:** Education/training, Disability
- **Who:** People With Disabilities

Geography

- **Area of benefit:** WEST MIDLANDS WITH A PREFERENCE FOR THE METROPOLITAN BOROUGH OF SANDWELL
- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£317,859	£335,232	-	-
2024-03-31	£339,047	£325,087	-	-
2023-03-31	£319,122	£327,712	-	-
2022-03-31	£331,995	£315,335	-	-
2021-03-31	£313,913	£330,547	-	-

Trustees

Name	Role	Appointed
JOHN BAKER	Chair	2012-01-04
Prithvi Perepa		2026-05-07
Rosalind Joyce Harding		2019-01-11
TONY MIDDLETON		

CHANGING OUR LIVES LTD

England & Wales - Charity number 1093883

Accounts

Charity registration number 1093883 (England and Wales)

Company registration number 04404093

CHANGING OUR LIVES LTD
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

CHANGING OUR LIVES LTD

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	J Baker R Harding A Middleton
Charity number	1093883
Company number	04404093
Registered office	C/O Irwin Mitchell Llp Riverside East 2 Millsands Sheffield S3 8DT
Independent examiner	Neal and Co Business Services Limited Shakespeare Buildings 26 Cradley Road Cradley Heath West Midlands B64 6AG

CHANGING OUR LIVES LTD

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CHANGING OUR LIVES LTD

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) *FOR THE YEAR ENDED 31 MARCH 2025*

The Trustees present their annual report and financial statements for the year ended 31 March 2025.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities SORP "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 is a rights-based organisation that works in co-production with people with disabilities of all ages to achieve equality, good health and social inclusion.

Public benefit

The trustees have had due regard to the Charity Commission's guidance on Public Benefit Reporting when planning its future activities and also during delivery of its activities.

CHANGING OUR LIVES LTD

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

Achievements and performance

1. About Changing Our Lives

Changing Our Lives is a rights-based charity working across England. Since 2002, we have worked alongside people with a learning disability, autistic people and people experiencing mental health difficulties.

We use a range of approaches all rooted in the belief—and the proven experience—that disabled people given the right support and resources can lead ordinary lives.

Leading an ordinary life means living in your own home, making everyday choices, going shopping, cooking with support, and having dignity and equal human rights - doing those everyday things others take for granted.

We challenge deficit-based views that focus only on what people can't do. We work with people who may have complex support needs—including those who do not use words to communicate, or who have both learning and physical disabilities, or people who find themselves trapped under the weight of Mental Health Act 'section'. These individuals are often wrongly seen as "too disabled" and "too complex" to live ordinary lives. Our experience shows this is simply not true.

Our work is grounded in a commitment to rights and equality. We equip people with an understanding of their civil and legal rights and support them to stand up for those rights and make them real in their lives.

2. Our Priority Groups

While we work with all people with a learning disability and all autistic people, we prioritise three groups:

2.1 People with profound and multiple learning disabilities

People with profound and multiple learning disabilities (PMLD) experience some of the most deep-rooted and systemic discrimination in our society. They are often seen through a lens of deficit—defined by what they cannot do, rather than who they are or what is possible with the right support. Because many do not use words to communicate, they are frequently excluded from decisions about their own lives and denied opportunities for connection, contribution, and visibility.

Discrimination is compounded by a lack of understanding, low expectations, and inaccessible systems. People with PMLD are often invisible in education, employment, healthcare, the arts, and public life. Their needs are misunderstood or overlooked, and they are too often considered "too complex" to be included. This exclusion can lead to isolation, poor health outcomes, and a denial of basic rights—such as the right to be heard, to be safe, and to live an ordinary life in their community.

2.2 People with a learning disability from Black and minority ethnic communities

People with a learning disability from Black and minority ethnic communities face multiple layers of discrimination—ableism, racism, and cultural exclusion. They are more likely to be misdiagnosed or undiagnosed, receive poorer quality support, and experience lower expectations from professionals. These barriers can prevent access to good healthcare, education, employment, and culturally appropriate services.

The most concerning evidence of inequality is seen in health and life expectancy. According to the LeDeR Annual Report 2022, people from minority ethnic communities with a learning disability die even younger than their white peers with a learning disability—who already die decades earlier than the general population. The same report highlights that avoidable deaths are more common among people from minority ethnic backgrounds, and that their needs are less likely to be met with reasonable adjustments or effective care planning.

Despite this, most research and policy responses continue to treat people with a learning disability as a single group, failing to consider the impact of race and culture. This one-size-fits-all approach means that the voices, experiences, and rights of people from Black and minority ethnic communities are often erased.

We need better research, better data, and better practice—rooted in an understanding of intersectionality and led by people from these communities. Only then can we address the deep inequality that persists and build systems that are fair, inclusive, and culturally competent.

CHANGING OUR LIVES LTD

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

2.3 People detained in mental health hospitals

Too many people with a learning disability and autistic people find themselves detained under the Mental Health Act—not because they need to be in hospital, but because of a failure of support in the community. When families, providers, or services struggle to meet a person's needs, crisis can follow. Rather than receiving the right support, individuals are often “sectioned” and placed in mental health hospitals.

Once detained, people can remain in hospital for long periods. The average stay is five years, though Changing Our Lives has supported individuals who have been locked away for decades. In these settings, people experience significant restrictions: isolation from community and family, seclusion, restraint, over-medication, and a system that too often silences their voice.

This is a form of institutional discrimination. People are detained not because of illness, but because they are disabled and seen as “too difficult” to support. They are denied their right to an ordinary life, and their choices, identity, and freedoms are stripped away. Hospitals rarely provide therapeutic environments, and long-term detention often causes trauma rather than healing.

Despite national programmes to reduce these admissions, progress is painfully slow. The injustice is not just about poor care—it is about a denial of basic rights and the continued use of segregation as a default. Everyone deserves the chance to live in their own home, with the right support, close to the people and places they love.

3. Future Planning: Challenges and How We Overcome Them

We reflect on another year of supporting people with a learning disability and/or autism who are inpatients in mental health hospitals. Despite national targets, the number of people in these settings has only reduced by 20 over the last year. Over 2,000 people remain at risk of abuse, neglect, over-medication, inappropriate restraint, seclusion, and trauma. Change is long overdue.

This year, we:

- Supported three people to be discharged from hospital into their own homes.
- Worked with two individuals still in hospital but progressing toward discharge.
- Supported three people previously discharged from hospital to maintain their home lives.
- Worked with one person undergoing treatment in a general hospital.

Our Unique Role

Unlike other professionals, we are not bound by statutory processes. This gives us the freedom to be creative, flexible, and truly person-centred. Our blend of advocacy, person-centred planning, and system challenge—grounded in our strong values—makes a real difference.

Small Steps, Big Changes

Many challenges are overcome through relationships, ongoing conversations, and sheer persistence. Small actions can have a lasting impact. Examples from this year include:

- Changing perceptions: We helped a hospital team shift from outdated views to a more rights-based understanding of community life. This changed the discharge plan for one individual and broadened thinking about inclusive opportunities.
- Restoring hope: We supported an individual who had lost hope and a team who believed change wasn't possible—starting with something as simple as a wall planner to build structure and show progress.
- Empowering participation: By rethinking the structure and tone of meetings, we helped one person re-engage with their own care planning. They now participate confidently in formal reviews such as CTRs and CPAs.

CHANGING OUR LIVES LTD

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

Developments in 2024

This year, we expanded our work to include people living in the community whose right to an ordinary life is most at risk. This includes individuals in complex family or housing situations, or those at risk of inappropriate hospital admission.

Between 2024 and 2025, we worked with six people in the community facing serious risks to their rights. Our tools included:

- Quality of Life Reviews (4 people)
- Non-statutory rights-based advocacy (2 people)

About Our Advocacy

Statutory advocacy (IMCA, IMHA, Care Act Advocacy) has become the norm—but it is often limited in scope, tightly bound to eligibility criteria and timeframes. In contrast, our non-statutory, rights-based advocacy is:

- Holistic
- Person-led
- Long-term and relational
- Grounded in ordinary life and rights-based thinking

We work with people who are facing multiple, overlapping barriers. We take time to build trust, listen, and connect. This means we are often the only people who hold the whole story—and we use that insight to push for change.

Outcomes This Year

- Supported one person to reconnect with a family member after years apart.
- Advocated for a person at tribunal and during transition to keep their voice central.
- Helped one individual adjust unrealistic expectations around staffing so they could be better supported.
- Enabled someone to understand their finances and manage their budget in the community.
- Secured appropriate reasonable adjustments for Care Programme Approach meetings.
- Improved the use of social stories to focus on positive understanding rather than negative behaviour.
- Ensured a Care Act review included the right adjustments.
- Clarified local authority processes and entitlements for a person and their main carer.
- Pushed a GP to uphold a person's right to access HRT despite lacking capacity.

4. *Minority Interest*

Between November 2024 and August 2027, Changing Our Lives is working with Manchester Metropolitan University and the National Development Team for Inclusion on a research study called *Minority Interest*. This study is part of our wider commitment to equity and to supporting people who experience multiple layers of disadvantage and discrimination.

The study explores what cultural competency means to people with a learning disability from Black African, Black Caribbean, South Asian, and mixed heritage communities living in supported living and residential care. It also looks at how culturally competent their support is—and how confident support staff, providers, and commissioners feel in delivering that support. The project is funded by the National Institute for Health and Care Research (NIHR).

Supported living and residential care services account for 62% of all social care expenditure on adults with a learning disability in England. Yet there is no data on how many people from minority ethnic communities live in these services. Sparse social care research reflects wider healthcare evidence of consistent inequalities and poor experiences for people from these communities.

In 2023, our report *Small Margins* highlighted the importance of intersectionality in how people with a learning disability want to be supported—something rarely experienced in practice. *Minority Interest* builds on this by producing evidence-based resources to improve cultural competency in supported living and residential care services.

CHANGING OUR LIVES LTD

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

Changing Our Lives is built on the principle that an ordinary life includes paid work. We pay disabled people for the work they do, recognising their value and contribution—something too often overlooked in research projects. From the start, we were clear that we wanted to recruit people with lived experience—not only disabled people, but specifically those from the same minority ethnic communities the research focuses on.

As this is a national study, we aimed to recruit a team reflecting the diversity of the country. Candidates went through a rigorous three-stage process: individual interview, group interview, and working interview. It was a slow and challenging process, but one we believed in.

We developed accessible materials, tailored group and one-to-one training, and a wide range of reasonable adjustments and support plans. We tackled practical barriers—like tech, travel, and distance—as well as personal ones such as identity, communication, and confidence.

We encouraged people out of their comfort zones because we believe in their abilities and are committed to the success of this work. Nine months on, we are proud to have a team of four Quality of Life Reviewers working alongside us throughout the study. They will carry out reviews in supported living and residential care with a focus on cultural competency.

5. Chai Mithai

Chai Mithai aims to open up conversations in South Asian communities about disability rights and challenge myths surrounding learning disability and autism. In 2025, we took Chai Mithai to Wolverhampton. The project had two parts: co-producing resources and hosting workshops to spark open discussion.

Resources

We know that misinformation and a lack of shared language around disability can fuel stigma and misunderstanding. Knowledge and understanding are crucial first steps in overcoming this. As few culturally sensitive, accessible resources exist in South Asian languages, we created some.

The first is a film, *The Facts about Disability*, co-produced with South Asian disabled people and family carers. It explains learning disability and autism in a clear, factual way, and shares everyday life stories from South Asian families. These stories were crucial in countering low expectations and promoting the idea that—with the right support—disabled people can thrive.

The film has been shared through workshops, places of worship, local media, and our networks. One parent of an autistic child said:

"I found that very powerful, and I want everyone in my community to see it. There is so much misunderstanding and negativity, and it needs to change."

We also produced two fact sheets—one explaining learning disability, the other autism—translated into Urdu and Punjabi.

Workshops

We hosted several informal workshops using *The Facts about Disability* and our *Ordinary Life in Translation* books. These sessions encouraged open conversations, challenged myths, and promoted a rights-based view of disability.

We held workshops in places of worship, a local youth football club, and a community centre for families of autistic children and children with a learning disability. At the family workshop, parents shared personal experiences and misconceptions they had encountered, such as:

- Beliefs that disability is caused by a mother's actions
- Ideas that certain foods can be a cure
- Stigma around challenging behaviour being due to poor parenting

Young people at the workshops were eager to learn more and promote disability rights. Feedback included:

"We need more things like this within our community."

"Education is important—there is so much fear."

"It's hard when you get negative attitudes in your own community. It makes you feel like not going to the Gurdwara."

"It explained what learning disability and autism is really well."

CHANGING OUR LIVES LTD

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

6. *Front and Centre*

Front and Centre was a photography project celebrating the personalities of people with profound and multiple learning disabilities (PMLD) and the importance of family.

People with PMLD are often hidden from public life. They may not use words to communicate, and they often have physical disabilities and health conditions. As a result, they are rarely seen in arts or media spaces.

This project sought to change that. Through photography, we told personal stories in ways that did not rely on verbal communication. We worked with photographer Katie Seymour and 13 people with PMLD, their families, and support staff. Together, we explored themes such as family photo albums, memory, and identity using a multisensory approach.

Families and staff used disposable cameras to take their own photos that reflected the personality of the person. These photos, along with professional portraits by Katie Seymour, formed the basis of the exhibition.

Held at Ikon Gallery in Birmingham over the Easter Bank Holiday weekend, the exhibition was launched by Vanley Burke and attended by people with PMLD, their families, support staff, and the wider community. Over five days, around 1,200 people visited.

The project strengthened our partnership with Ikon Gallery and highlighted one of our strategic aims: greater visibility and inclusion of people with PMLD.

Front and Centre is due to be shown at the Birmingham Disability Festival in July 2025 and at Birmingham City University. A Matterport 3D tour and the Front and Centre publication provide a lasting legacy.

This project was funded by the Inclusive Communities Fund (<https://www.heartofenglandcf.co.uk/icfund/>). The Inclusive Communities Fund is made possible by the UK Government through the Department for Culture, Media, and Sport (DCMS) (<https://www.gov.uk/government/organisations/department-for-culture-media-and-sport>). It will be overseen by the West Midlands Combined Authority (WMCA) (<https://www.wmca.org.uk/>) and administered by the Heart of England Community Foundation

7. *A Uniform Approach*

In the first half of the year, we completed A Uniform Approach—a national competency framework for acute liaison nurses who work mainly in general hospitals. These nurses play a vital role in improving the hospital experience for children and adults with a learning disability.

The framework was commissioned by Health Education England (now part of NHS England) in response to two key issues:

- A lack of consistency in how people with a learning disability are supported in acute hospitals.
- Persistent health inequalities experienced by people with a learning disability.

According to the 2022 LeDeR report:

- Women with a learning disability die, on average, 23 years younger than women in the general population; men die 19 years younger.
- 42% of deaths among people with a learning disability were considered avoidable—compared to 22% in the general population.

The need for a consistent, skilled, and compassionate approach in hospitals is clear.

We engaged with both established teams and lone practitioners across England to identify and share best practice. The framework includes examples from 24 different sources, including individual nurses, NHS trusts, and other organisations. An additional 21 organisations and groups contributed through consultation and reflection sessions—alongside people with a learning disability and family carers, who shared their lived experience.

Although it is a clinical framework aimed at nurses, commissioners, acute trusts, and other stakeholders, it begins by setting out what matters to people with a learning disability. This reflects our strong commitment to co-production.

The framework was finalised this year and is currently awaiting publication by the funder. While there has been a delay due to the reorganisation of NHS England, interest in the document remains high. We continue to receive regular queries from nurses about when the framework will be available, highlighting the sector's clear demand for guidance and consistency.

CHANGING OUR LIVES LTD

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

8. Paying Disabled People in Leadership Roles

Changing Our Lives believes in the value, expertise, and leadership of disabled people. True coproduction is not about listening to lived experience, it is about ensuring people are fairly paid for their time, insights, and leadership.

In 2024–2025, we paid 15 disabled people—including 8 from minority ethnic communities—for their work with us. We also paid 4 family carers.

Their contributions spanned across:

- A Uniform Approach
- Chai Mithai
- Development of the Minority Interest research project
- Production of two short films
- A range of smaller initiatives

We do this because paying people fairly is central to our values and to creating real equity. It also reflects our commitment to shifting power and enabling genuine leadership by people with lived experience.

9. Environmental Commitment

We are committed to reducing our environmental impact. We operate as a largely paperless organisation, keep travel to a minimum, and prioritise digital communication wherever possible. However, face-to-face work with disabled people remains essential to our rights-based approach, and we balance this with sustainable planning. We continue to explore ways to reduce our carbon footprint while staying true to our values of inclusion and accessibility.

This report reflects our belief that every person, regardless of disability or diagnosis, has the right to live an ordinary life. We will continue to walk alongside individuals, families, and allies to make that vision real

CHANGING OUR LIVES LTD

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

Financial review

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 at least nine 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.

The Trustees have assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

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:

J Baker

R Harding

A Middleton

Trustees are appointed as necessary by the continuing trustees.

New trustees receive information and training on their responsibilities as trustees.

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



J Baker

Trustee

Dated: 17 September 2025

CHANGING OUR LIVES LTD

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF CHANGING OUR LIVES LTD

I report on the financial statements of the charity for the year ended 31 March 2025, which are set out on pages 10 to 17.

Respective responsibilities of Trustees and examiner

The charity's Trustees, who are also the directors of Changing Our Lives Ltd for the purposes of company law, are responsible for the preparation of the financial statements. The Trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed. The charity's gross income exceeded £250,000 and I am qualified to undertake the examination being a qualified member of ACCA.

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

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

Basis of independent examiner's report

Independent examiner's statement

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

- (a) which gives me reasonable cause to believe that in any material respect the requirements:
 - (i) to keep accounting records in accordance with section 386 of the Companies Act 2006; and
 - (ii) to prepare financial statements which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities;have not been met or
- (b) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the financial statements to be reached.

Robert Chance FCCA
Neal and Co Business Services Limited



Shakespeare Buildings
26 Cradley Road
Cradley Heath
West Midlands
B64 6AG

Dated: 17 September 2025

CHANGING OUR LIVES LTD

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2025

		Unrestricted funds 2025 £	Total 2024 £
	Notes		
<u>Income from:</u>			
<u>Charitable activities</u>			
Co-produced equal rights based projects	2	313,291	334,692
Investments	3	4,568	4,355
Total income		317,859	339,047
<u>Expenditure on:</u>			
Charitable activities	4	335,232	325,087
Net (expenditure)/income for the year/ Net movement in funds		(17,373)	13,960
Fund balances at 1 April 2024		321,203	307,243
Fund balances at 31 March 2025		303,830	321,203

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

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.

CHANGING OUR LIVES LTD

BALANCE SHEET

AS AT 31 MARCH 2025

	Notes	2025 £	£	2024 £	£
Fixed assets					
Tangible assets	8		3,539		6,136
Current assets					
Debtors	9	98,484		43,497	
Cash at bank and in hand		222,047		299,222	
		<u>320,531</u>		<u>342,719</u>	
Creditors: amounts falling due within one year	10	<u>(20,240)</u>		<u>(27,652)</u>	
Net current assets			300,291		315,067
Total assets less current liabilities			<u>303,830</u>		<u>321,203</u>
Income funds					
Unrestricted funds			303,830		321,203
			<u>303,830</u>		<u>321,203</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 31 March 2025. The members have not required the company to obtain an audit. No member of the company has deposited a notice, pursuant to section 476, requiring an audit of these accounts.

The Trustees acknowledge their responsibilities for ensuring that the charity keeps accounting records which comply with section 386 of the Act and for preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its incoming resources and application of resources, including its income and expenditure, for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

The members have not required the company to obtain an audit of its financial statements 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 accounts were approved by the Trustees on 17 September 2025



J Baker
Trustee

Company Registration No. 04404093

CHANGING OUR LIVES LTD

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

Charity information

Changing Our Lives Ltd is a private company limited by guarantee incorporated in England and Wales. The registered office is .

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities SORP "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 charity has taken advantage of the provisions in the SORP for charities not to prepare a statement of cash flows.

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, [modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value]. 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.

Restricted funds are subject to specific conditions by donors as to how they may be used.

Designated funds represent monies set aside by the Trustees for particular projects.

1.4 Incoming resources

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.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

1.5 Resources expended

CHANGING OUR LIVES LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

(Continued)

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, 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 classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

1.6 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:

Computers	Depreciated over 4 years
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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.

1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial instruments

The following assets and liabilities are classified as financial instruments – trade debtors, trade creditors and bank loans.

Bank loans are initially measured at the present value of future payments, discounted at a market rate of interest, and subsequently at amortised costs using the effective interest method.

Trade debtors and trade creditors are measured at the undiscounted amount of cash or other consideration expected to be paid or received.

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.

CHANGING OUR LIVES LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

2 Charitable activities

	2025 £	2024 £
Co-produced equal rights based projects	313,291	334,692

3 Income from investments

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Interest receivable	4,568	4,355

4 Charitable activities

	Charitable Expenditure 2025 £	Charitable Expenditure 2024 £
Staff costs	255,585	254,555
Co-produced equal rights based projects	79,647	70,532
	335,232	325,087
	335,232	325,087

5 Trustees

None of the Trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

6 Employees

The average monthly number of employees during the year was:

2025 Number	2024 Number
5	5

CHANGING OUR LIVES LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

6 Employees (Continued)

Employment costs	2025 £	2024 £
Wages and salaries	198,501	199,701
Social security costs	16,813	16,643
Other pension costs	40,271	38,211
	<u>255,585</u>	<u>254,555</u>

There were no employees whose annual remuneration was more than £60,000.

7 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

8 Tangible fixed assets

	Computers £
Cost	
At 1 April 2024	<u>24,282</u>
At 31 March 2025	<u>24,282</u>
Depreciation and impairment	
At 1 April 2024	18,147
Depreciation charged in the year	<u>2,596</u>
At 31 March 2025	<u>20,743</u>
Carrying amount	
At 31 March 2025	<u>3,539</u>
At 31 March 2024	<u>6,136</u>

9 Debtors

	2025 £	2024 £
Amounts falling due within one year:		
Accrued income	97,733	42,464
Prepayments	<u>751</u>	<u>1,033</u>
	<u>98,484</u>	<u>43,497</u>

CHANGING OUR LIVES LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

10 Creditors: amounts falling due within one year

	Notes	2025 £	2024 £
Other taxation and social security		4,987	5,167
Deferred income	11	5,871	13,293
Other creditors		4,913	6,212
Accruals		4,469	2,980
		<u>20,240</u>	<u>27,652</u>

11 Deferred income

	2025 £	2024 £
Other deferred income	5,871	13,293
	<u>5,871</u>	<u>13,293</u>

Deferred income is included in the financial statements as follows:

	2025 £	2024 £
MMU Knowledge Partnership	720	-
University of Birmingham	3,800	-
Hertfordshire AB Advocacy	5,000	-
Cambridgeshire	3,772	-
East Leicester & Rutland	-	7,000
NHS England	-	9,870
Health Education	-	56,250
Learning Disability England	-	3,500
Sandwell MBC	-	24,000
	<u>5,871</u>	<u>13,293</u>

12 Retirement benefit schemes

	2025 £	2024 £
Defined contribution schemes		
Charge to profit or loss in respect of defined contribution schemes	40,271	38,211
	<u>40,271</u>	<u>38,211</u>

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

CHANGING OUR LIVES LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

13 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 April 2024 £	Incoming resources £	Resources expended £	At 31 March 2025 £
General funds	321,203	317,859	(335,232)	303,830
	=====	=====	=====	=====
Previous year:	At 1 April 2023 £	Incoming resources £	Resources expended £	At 31 March 2024 £
General funds	307,243	339,047	(325,087)	321,203
	=====	=====	=====	=====

CHANGING OUR LIVES LTD

England & Wales - Charity number 1093883

Accounts

Charity Registration No. 1093883

Company Registration No. 04404093 (England and Wales)

CHANGING OUR LIVES LTD
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

CHANGING OUR LIVES LTD

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	J Baker R Harding A Middleton
Charity number	1093883
Company number	04404093
Registered office	C/O Irwin Mitchell LLP Riverside East 2 Millsands Sheffield S3 8DT
Independent examiner	Neal and Co Business Services Limited Shakespeare Buildings 26 Cradley Road Cradley Heath West Midlands B64 6AG

CHANGING OUR LIVES LTD

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CHANGING OUR LIVES LTD

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) *FOR THE YEAR ENDED 31 MARCH 2024*

The Trustees present their report and accounts for the year ended 31 March 2024.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts 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)" (as amended for accounting periods commencing from 1 January 2016)

Objectives and activities

The charity is a rights-based organisation that works in co-production with people with disabilities of all ages to achieve equality, good health and social inclusion.

Public benefit

The trustees have had due regard to the Charity Commission's guidance on Public Benefit Reporting when planning its future activities and also during delivery of its activities.

CHANGING OUR LIVES LTD

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024

Achievements and performance

In 2005 we first developed targeted work around the needs of people with a learning disability from minority ethnic communities. Over the years, dependent on the nature of our work and funding sources being available, we have prioritised the development of a range of projects such as Short Black n Sides, Rights for All and Chai Mithai, all targeting specific communities. However, as our work serves all people with a learning disability and the issues we are working on more often than not impact significantly on quality of life, avoidable death and restriction of personal liberty, it is always a balancing act ensuring we can prioritise this work and maintain and strengthen our work across a range of minority ethnic communities.

2023-2024 has been a particularly successful year in terms of this balancing act.

Throughout the year we paid 14 people with lived experience across a range of different areas of work. This included 7 people with a learning disability, 2 autistic people and 8 family carers. 80% of these individuals came from minority ethnic communities. Some of this paid work emerged from projects targeting minority ethnic communities such as Chai Mithai. Whilst other paid work opportunities arose from projects such as A Uniform Approach, where we are developing the national competency framework for learning disability acute liaison nurses.

As in previous years, and no doubt for years to come, we continued to work with people with learning disabilities and autistic people who find themselves trapped in locked hospitals for years. People stay on average for 5 years in a locked setting and many individuals we work with have been there 20, 30 and some over 40 years. This is slow but very rewarding work. Working person by person, we have an end goal in mind to move the individual towards their version of an ordinary life. This invariably involves the person moving into their own home and developing their own lifestyle which works for them.

Throughout all of this work we are dogged in our determination to achieve equal rights and tangible improvements in people's lives. In doing this, we take our lead from the people we work with and for.

A Uniform Approach

Throughout the year, we have been working to coproduce the national competency framework for acute liaison nurses who work mainly in general hospitals with a remit of improving the patient experience for children and adults with a learning disability.

To date, over 100 people with lived experience from across England have contributed to the competency framework, including 66 people with a learning disability and 28 family carers. People with a learning disability have been contributing to health policy and developments for over 20 years and this is well documented. With this in mind we chose to prioritise people with the label Profound and Multiple Learning disabilities and people from minority ethnic communities, who experience some of the greatest health inequalities and whose views and experiences are rarely included in this type of work. 11 of the family carers had a loved one with the label of Profound and Multiple Learning Disability and 30 of the people with a learning disability and family carers were from minority ethnic communities. We also worked with staff supporting people with the label of PMLD and a number of social care provider agencies and networks including Achieve Together, Certitude, Choice Support and ARC PMLD network.

In addition we worked closely with learning disability nurses gathering their views and best practice, both on a one to one basis and in groups. Attending the regional A2A meetings (networks of local acute liaison nurses) for London, North East and Yorkshire and North West and East of England, as well as the paediatric network, has been a vital component of our approach. We are also working alongside bodies such as the Royal College of Nursing.

As best practice in learning disability acute liaison nursing is spread across the whole of the UK, we have met with colleagues in Wales, Northern Ireland and Scotland.

An advisory group made up of NHS Trusts, universities, people with lived experience and NHSE meets quarterly, along with task and finish groups focusing on specific guides which will sit alongside the competency framework, such as 'what a good Acute Liaison Service' looks like.

CHANGING OUR LIVES LTD

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024

This work will be completed in October 2024 and shared with nurses, commissioners, allied health professionals, people with learning disabilities and families a few months after that. Information can be found on our website including Easy Read explanations of the work. <https://changingourlives.org/a-uniform-approach/>

Postural care passport

Poor posture for people who struggle to move parts of their body is linked to poorer quality of life and in some cases premature death for people with a learning disability. Learning disability nurses are pivotal in the lives of people with a learning disability and yet many undergraduate nursing degrees do not cover the topic of postural care. For this reason we worked with Sarah Clayton from Simple Stuff Works and Piers Baker, from Leonard Cheshire, to develop a postural care tool for nurses so they could identify what steps to take when working with a patient with possible posture issues. The tool is intended for completion with the person and/or family members and covers an overview of the person's postural care needs, risk factors, the Mansfield checklist, a 24 hour picture of how the person sits and lies and any postural care equipment the person may have or need. The tool is free to use and can be found on our website <https://changingourlives.org/wp-content/uploads/2023/12/Postural-Care-Overview-MASTER.pdf>

Tackling health inequalities experienced by people from minority ethnic communities

Changing Our lives was invited by the Race Equality Foundation to sit on a working group looking at healthcare for people with a learning disability from minority ethnic communities. The group wanted to find out about people's experiences of health care and why there are still barriers leading to inequality, poorer outcomes and shorter life expectancy for some people with a learning disability from minority ethnic communities. The group, made up mainly of people with lived experience, contributed to defining the focus of a wider policy review, designing workshop plans, providing insight on themes emerging from the workshops, giving the research team feedback from their lived experience on consent and on the way this work describes the inequalities and early deaths of ethnic minority people with a learning disability.

Following this policy review, a report called 'We deserve better: Ethnic minorities with a learning disability and access to healthcare' was produced. To find this report, you can go to <https://www.nhs.uk/research/review-into-factors-that-contribute-towards-inequalities-in-health-outcomes-faced-by-those-with-a-learning-disability-from-a-minority-ethnic-community/>

The working group produced a short film talking about the policy review. To find this video, you can go to <https://raceequalityfoundation.org.uk/press-release/we-deserve-better-ethnic-minorities-with-a-learning-disability-and-access-to-healthcare/>

Chai, Mithai and Challenging Myths

Throughout our years working alongside disabled people from minority ethnic communities, a common problem that people have raised is a lack of shared language. This can mean that diagnoses and terminology having no direct translation in a different language. Sometimes the challenge is bringing together a person's deeply held religious beliefs with new knowledge about disability rights from the perspective of a disabled person in their family or community.

In an increasingly polarised world, it is easy to see misunderstandings and cultural myths as fundamental differences that divide communities. Chai, Mithai and Challenging Myths is a pilot project that aims to break down some of the barriers and open up conversations in a safe, respectful and welcoming space.

Using tools such as our Ordinary Life in Translation books (LINK), our pilot project worked with South Asian disabled people and family carers hosting conversations with the wider South Asian community about disability rights, over chai and mithai.

CHANGING OUR LIVES LTD

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024

Anti-racist practice

The spring saw the organisation further develop its commitment around anti-racist practice.

Learning to Lead

The year started with Learning to Lead, working alongside Learning Disability England on a project to identify what leadership opportunities are open to people with a learning disability and autistic people from minority ethnic communities, how people are supported and what future support is needed for people to become leaders and influence change.

The work was done in 3 stages. The initial phase involved us facilitating a survey to find out what specific leadership training already exists. We then spoke to people from minority ethnic communities who have, in the main not been included in these types of leadership opportunities, to find out what opportunities and barriers there are. During this stage we also worked with people who coordinate and lead existing leadership opportunities to explore what they think is working well and what can be improved. The final stage involved people with a learning disability and autistic people from minority ethnic communities leading a discussion with existing course leaders to share their experiences and solutions to influence future support and change.

The philosophy and principles of coproduction underpinned our approach and this formulated the rationale for encouraging disabled people from minority ethnic communities to lead the final discussion. In doing so, it encouraged others to step back, listen and learn.

Our work identified that few (if any) disabled people from minority ethnic communities have the opportunity to experience the positive impacts of leadership development opportunities or contribute visibly as leaders in their local areas, much less shape or influence these courses.

'I don't see people that look like me so our communities are not represented. We have a right!'

Through conversations generated by the work we quickly found that messages were different depending on the lens of people. The key messages relating to barriers that people with a learning disability and autistic people from minority ethnic communities identified were different to the barriers that White British leaders expected to find.

'People need to understand what racism looks like.'

The context for future learning came from the people we spoke to from minority ethnic communities. They spoke from experience as disabled people, but more importantly talked about their ethnicity and how they experienced leadership, self-advocacy and the wider world based on this intersection. This learning will be used to shape future funding bids with a focus on development of bespoke leadership opportunities for people with a learning disability and autistic people from these communities.

Anti-racism training

By the autumn and throughout the rest of the year Changing Our Lives further developed and refined our external offer, delivering sessions around anti-racism to self-advocacy and disability user led organisations. A range of topics were covered, such as white privilege and roots of racism, with a focus on challenging people's thinking, allowing space to explore understanding and develop confidence to be proactively anti racist.

Feedback on the training was positive as participants use it to embed an anti-racist approach into their work:

'How thorough the workshop was and simplified. Got a really good understanding from the topics covered and has really made me consider my role in being anti-racist and an ally.'

'I've learned so much - things I wasn't aware of and how to implement what I've learned today in my work and day-to-day life. Thank you!'

'It's great that we have the training to enable people to explore and challenge their thinking and ideas.'

CHANGING OUR LIVES LTD

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024

Future Planning

Whilst all of the individuals we work with experience multiple disadvantages and discrimination, some of our work intentionally targets groups given specific labels, one such group being people who find themselves stripped of the most basic human rights: people with a learning disability and autistic people who are hospital inpatients.

As we state every year in the annual report, on average there are approximately 2000 people with a learning disability and autistic people in hospital at any time in England. People leave and beds are filled with new people. People are in hospital for different reasons but the predominant one is the breakdown in community services or lack of support which results in the person being taken to hospital. This does not happen to any other group of people in society.

Over the last year Changing Our Lives has worked with 8 people who are or have been trapped in hospital settings in England. When we go into a person's life we are first of all conscious of the privilege we have and that we are often one more in a long line of professionals who have come and gone in their life. We work with individuals, using a blend of person centred planning, advocacy and facilitation. Our overarching aim is to enable people to leave hospital and live in their own home, with appropriate support to achieve their version of an ordinary life.

This requires us to work flexibly, taking a creative approach, recognising that this work can take time and a focus on outcomes. We never lose sight of the end goal, whilst standing alongside the person, in their journey towards an ordinary life, supporting them to hold hope that their life can be different

In our work with individuals we often come across the same barriers again and again that prevent or delay people from moving out of hospital. We take a flexible approach to how we work so we are often in a position to tackle some of these barriers. A good example is that we frequently see delays in planning and co-ordinating who does what, and different services and professionals do not know who should be in charge. In addition, there are often disagreements about who is responsible for funding which adds to delays. Because we always focus on developing allegiances with key people in the person's life we can draw on these relationships to render some traction and gain momentum. This might mean leaning in to the advocacy role by linking in with senior leaders to push for action and progress; it might mean using the freedom in our role to act as a catalyst for bringing people together to plan and coordinate; or it might mean drawing on our global knowledge of the person and their situation to garner some energy in the multi-disciplinary team, but specifically with commissioners. Whatever course of action we take, we are relentless in focussing on our key question: 'What can I do to help the person move forwards towards an ordinary life?'

Often we see professionals in the multi-disciplinary team take a medical model approach to the people they are supporting which inevitably leads to the person being seen as ill, and as a collection of 'labels' and diagnoses, not an individual. People are often expected to 'jump through hoops' so that they can leave hospital reaching unfair standards of behaviour which can be unachievable for the person or unrealistic in a hospital environment. As we take a human rights approach, and root our work in the social model of disability, we are persistent in challenging these perspectives and reminding professionals to see the whole person, with their own individual needs, hopes, talents and potential, and critically, their own individual story. As part of this, we often find ourselves educating hospital staff about the reality of life in the community and the right to an ordinary life. Without this knowledge, hospital staff cannot adequately support a person to imagine their future and prepare for moving on; conversations will be skewed and may limit a person's aspirations.

Sadly, for the people we work with, part of their story inevitably involves injustice, inequality, discrimination, possibly poor treatment at the hands of services and other personal trauma. We often see that this is ignored, minimised or not fully understood; instead people's trauma is overshadowed by diagnoses and a view that they are broken. We challenge this and seek opportunities for the person to be supported better through trauma informed ways of working and individual support.

CHANGING OUR LIVES LTD

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024

N's story

When Changing Our Lives first met N, they were in long term segregation and had been in and out of various hospitals for ten years. N had just come through a period of self-neglect during which they seemed to have given up hope of ever living outside of hospital. Our first priority was building up a relationship with N, but it needed to be done carefully and with thought as N became anxious when new people came into their life and had lost faith in professionals. A letter of introduction and then some video calls helped to gently get things started until N felt able to meet in person, and start working on a person centred plan.

We met with key people in N's life and nurtured alliances with those who were driven to move things on and see N live an ordinary life. We were a consistent presence in all the relevant meetings, acting as a critical friend, challenging traditional thinking, reminding professionals of N's right to an ordinary life, supporting N to advocate for themselves and speaking up for N where they were unable. A vital thread on the long road from segregation to community was supporting N to hold hope for the future and the belief that they would move out of hospital. This meant a number of things, but a key part was translating the very complex processes involved in moving out into language that meant something to N so that they stayed connected to their own journey out of hospital and retained as much control over the process as was suitable for them.

Despite many frustrations and delays, N is now living in an ordinary house, in an ordinary street and getting on with their life. For the first time in years, N is doing the everyday things we all take for granted and loving every minute. There are theatre trips, weekends with family, pets and plans for a holiday this year. The future is bright for N!

Other outcomes achieved over the last year:

Supporting a family member who, for understandable reasons, was extremely mistrustful of professionals and the whole healthcare, social care and benefits system through the process of applying for a Personal Independence Payment for their adult child and towards accepting that they needed to relinquish financial deputyship and make arrangements to pass this on to another body.

Key hospital appointments were expedited for one person through working closely with the person's lead nurse to gather evidence, build a strong case and advocate for the need for more speedy attention from health specialists.

An alternative housing option was secured quickly for one person who had to return to hospital after a crisis in the community. This was a direct result of simply talking with the person about what they thought would better meet their needs and work successfully in the future.

Challenging a provider and multi-disciplinary team to take an ordinary life view so as not to hold up one person's transition when repairs were happening in their flat.

Challenging the multi-disciplinary team to take on board that accommodation in the community is a person's home not a placement.

Working with a multi-disciplinary team in the community to promote supported decision making, taking into account ordinary life perspectives so that a person's wishes for more freedom around day to day choices are respected, for example, phone use and personal daily money.

CHANGING OUR LIVES LTD

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) *FOR THE YEAR ENDED 31 MARCH 2024*

Financial review

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 at least nine 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.

The Trustees has assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

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 were:

J Baker

R Harding

A Middleton

R Seabright

(Resigned 1 November 2023)

Trustees are appointed as necessary by the continuing trustees.

New trustees receive information and training on their responsibilities as trustees.

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

J Baker

Trustee

Dated: 20 December 2024

CHANGING OUR LIVES LTD

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF CHANGING OUR LIVES LTD

I report on the accounts of the charity for the year ended 31 March 2024, which are set out on pages 9 to 15.

Respective responsibilities of Trustees and examiner

The charity's Trustees, who are also the directors of Changing Our Lives Ltd for the purposes of company law, are responsible for the preparation of the accounts. The Trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed. The charity's gross income exceeded £250,000 and I am qualified to undertake the examination being a qualified member of ACCA.

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

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

Basis of independent examiner's report

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

Independent examiner's statement

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

- (a) which gives me reasonable cause to believe that in any material respect the requirements:
 - (i) to keep accounting records in accordance with section 386 of the Companies Act 2006; and
 - (ii) to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities;have not been met or
- (b) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Robert Chance FCCA
Neal and Co Business Services Limited

Shakespeare Buildings
26 Cradley Road
Cradley Heath
West Midlands
B64 6AG

Dated: 20 December 2024

CHANGING OUR LIVES LTD

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 MARCH 2024

		Unrestricted funds 2024 £	Total 2023 £
	Notes		
<u>Income from:</u>			
<u>Charitable activities</u>			
Co-produced equal rights based projects	2	334,692	317,339
Investments	3	4,355	1,783
Total income		339,047	319,122
<u>Expenditure on:</u>			
Charitable activities	4	325,087	327,712
Net income/(expenditure) for the year/ Net movement in funds		13,960	(8,590)
Fund balances at 1 April 2023		307,243	315,833
Fund balances at 31 March 2024		321,203	307,243

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.

CHANGING OUR LIVES LTD

BALANCE SHEET

AS AT 31 MARCH 2024

	Notes	2024 £	£	2023 £	£
Fixed assets					
Tangible assets	7		6,136		7,197
Current assets					
Debtors	8	43,497		49,138	
Cash at bank and in hand		299,222		373,305	
		342,719		422,443	
Creditors: amounts falling due within one year	9	(27,652)		(122,397)	
Net current assets			315,067		300,046
Total assets less current liabilities			321,203		307,243
Income funds					
Unrestricted funds			321,203		307,243
			321,203		307,243

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2024. The members have not required the company to obtain an audit. No member of the company has deposited a notice, pursuant to section 476, requiring an audit of these accounts.

The Trustees acknowledge their responsibilities for ensuring that the charity keeps accounting records which comply with section 386 of the Act and for preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its incoming resources and application of resources, including its income and expenditure, for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

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

The accounts were approved by the Trustees on 20 December 2024

J Baker
Trustee

Company Registration No. 04404093

CHANGING OUR LIVES LTD

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

1 Accounting policies

Charity information

Changing Our Lives Ltd is a private company limited by guarantee incorporated in England and Wales. The registered office is .

1.1 Accounting convention

The accounts 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)" (as amended for accounting periods commencing from 1 January 2016). The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

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

The accounts have been prepared under the historical cost convention, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the accounts, 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 accounts.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives unless the funds have been designated for other purposes.

Restricted funds are subject to specific conditions by donors as to how they may be used.

Designated funds represent monies set aside by the Trustees for particular projects.

1.4 Incoming resources

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.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

1.5 Resources expended

Income and expenses are included in the financial statements as they become receivable or due.

Expenses include VAT where applicable as the company cannot reclaim it.

CHANGING OUR LIVES LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

1 Accounting policies

(Continued)

1.6 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:

Computers

Depreciated over 4 years

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 net income/(expenditure) for the year.

1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial instruments

The following assets and liabilities are classified as financial instruments – trade debtors, trade creditors and bank loans.

Bank loans are initially measured at the present value of future payments, discounted at a market rate of interest, and subsequently at amortised costs using the effective interest method.

Trade debtors and trade creditors are measured at the undiscounted amount of cash or other consideration expected to be paid or received.

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.

CHANGING OUR LIVES LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

2 Charitable activities

	2024 £	2023 £
Co-produced equal rights based projects	334,692	317,339
Analysis by fund		
Unrestricted funds	334,692	
For the year ended 31 March 2023		
Unrestricted funds		312,340
Restricted funds		4,999
		317,339

3 Investments

	2024 £	2023 £
Interest receivable	4,355	1,783

4 Charitable activities

	Charitable Expenditure 2024 £	Charitable Expenditure 2023 £
Staff costs	254,555	258,777
Co-produced equal rights based projects	70,532	68,935
	325,087	327,712
Analysis by fund		
Unrestricted funds	325,087	322,542
Restricted funds	-	5,170

CHANGING OUR LIVES LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

5 Trustees

None of the Trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

6 Employees

Number of employees

The average monthly number employees during the year was:

2024 Number	2023 Number
5	6

Employment costs

	2024 £	2023 £
Wages and salaries	199,701	218,515
Social security costs	16,643	18,963
Other pension costs	38,211	21,299
	254,555	258,777

7 Tangible fixed assets

	Computers £
Cost	
At 1 April 2023	21,885
Additions	2,398
At 31 March 2024	24,283
Depreciation and impairment	
At 1 April 2023	14,688
Depreciation charged in the year	3,459
At 31 March 2024	18,147
Carrying amount	
At 31 March 2024	6,136
At 31 March 2023	7,197

CHANGING OUR LIVES LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

8 Debtors

	2024 £	2023 £
Amounts falling due within one year:		
Accrued income	42,464	48,805
Prepayments	1,033	333
	<u>43,497</u>	<u>49,138</u>

9 Creditors: amounts falling due within one year

	Notes	2024 £	2023 £
Other taxation and social security		5,167	13,809
Deferred income	10	13,293	100,620
Other creditors		6,212	5,335
Accruals and deferred income		2,980	2,633
		<u>27,652</u>	<u>122,397</u>

10 Deferred income

	2024 £	2023 £
Other deferred income	<u>13,293</u>	<u>100,620</u>

Deferred income is included in the financial statements as follows:

	2024 £	2023 £
MMU Knowledge Partnership	720	-
University of Birmingham	3,800	-
Hertfordshire AB Advocacy	5,000	-
Cambridgeshire	3,772	-
East Leicester & Rutland	-	7,000
NHS England	-	9,870
Health Education	-	56,250
Learning Disability England	-	3,500
Sandwell MBC	-	24,000
	<u>13,293</u>	<u>100,620</u>

CHANGING OUR LIVES LTD

England & Wales - Charity number 1093883

Accounts

Charity registration number 1093883

Company registration number 04404093 (England and Wales)

CHANGING OUR LIVES LTD
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

CHANGING OUR LIVES LTD

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	J Baker R Harding A Middleton
Charlty number	1093883
Company number	04404093
Registered office	C/O Irwin Mitchell Llp Riverside East 2 Millsands Sheffield S3 8DT
Independent examiner	Neal and Co Business Services Limited Shakespeare Buildings 26 Cradley Road Cradley Heath West Midlands B64 6AG

CHANGING OUR LIVES LTD

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CHANGING OUR LIVES LTD

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2023

The Trustees present their annual report and financial statements for the year ended 31 March 2023.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 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)" (effective 1 January 2019).

Objectives and activities

The charity is a rights-based organisation that works in co-production with people with disabilities of all ages to achieve equality, good health and social inclusion.

Public benefit

The trustees have had due regard to the Charity Commission's guidance on Public Benefit Reporting when planning its future activities and also during delivery of its activities.

CHANGING OUR LIVES LTD

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2023

Achievements and performance

Who we are

Changing Our Lives works with people with learning disabilities and autistic people, as well as people with lived experience of mental health difficulties of all ages. However, in many areas of our work we choose to target three specific groups of people who find themselves particularly disadvantaged:

People with the label of profound and multiple learning disabilities

People from minority ethnic communities

People who are trapped within the locked hospital system

Since we were established in 2002 we have used a coproduced approach, working in partnership with disabled people and people with lived experience of mental health difficulties to shape and deliver projects. In 2022-2023 we continue to be committed to this approach.

In 2022-2023 we paid 20 disabled people which included 5 people with physical disabilities, 9 autistic people, 4 people with learning disabilities and 6 individuals with lived experience of mental health difficulties. 45% of these individuals came from minority ethnic communities. Creating paid opportunities for disabled people is something we have done since the charity was established in 2002 because we know that working with and investing in people close to the issue is the best way to bring about meaningful and sustained outcomes.

Our Vision and Values

Our vision is of a society in which disabled people and people with lived experience of mental health difficulties of all ages are afforded universal human rights, resulting in them being in control of their own lives as equal citizens.

Our values guide all of us at Changing Our Lives, as they shape the culture of the organisation, the way we behave and the way we work to challenge social injustice and develop solutions based on equality and an improved quality of life.

Equal Rights

All people are citizens in their own right and have the same human, legal and civil rights as each other.

People First

All people should be seen as people first. We should not be seen simply in relation to impairment or a mental health difficulty. These labels should not be used to define us as a person, segregate us or remove us from society, or limit us in any way.

Independence

We are all inter-dependent; we all need to connect with others in our lives. No one is too disabled or too affected by mental health difficulties to lead an independent life. Being independent means having choice and control over your own life with as much or as little support as you need. It does not mean being on your own and doing everything for yourself.

An ordinary life

All of our work is rooted in the belief that no one is too disabled and no one's mental health is too complex to lead an 'ordinary life'. Whatever our area of work, the drive for people to lead ordinary lives is at the heart of our approach. An ordinary life, first coined by the King's Fund in their seminal report *An Ordinary Life* (Kings Fund (1980) *An Ordinary Life: Comprehensive locally based residential services for mentally handicapped people*, London: Kings Fund), promoted the concept that people with learning disabilities should live in ordinary houses, in ordinary streets and be part of ordinary communities.

CHANGING OUR LIVES LTD

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2023

Social model of disability

Our values are rooted in the social model of disability, which guides our approach. The social model of disability recognises that the person is disabled by society and the way it is organised, as opposed to the medical model which views the person as disabled by their condition and therefore a problem to be fixed. As such, we don't believe people's lives should be limited or defined by labels and diagnoses and are committed to reframing how society views mental health and disability.

Recovery model

We are committed to the recovery model in mental health and non-pathologising perspectives. Just as we all have physical health, so we have mental health. The recovery model does not focus on symptoms and conditions but champions:

- building resilience of people
- supporting self-development and self-esteem
- a strength-based approach
- a personalised approach and aims for each individual to gain more control over their life
- social recovery where relationships and community connections are strengthened
- the journey, not the destination
- building a meaningful life, as defined by the person themselves.

Non-pathologising perspectives of emotional distress acknowledge the causal role of social and relational conflicts, abuses, difficult life experiences and adversities, social inequalities, oppression and injustices. Consequently, individual solutions are not enough. Wide ranging and sustainable improvements in mental health will only come from social change that strives for equity, social justice and a fairer society.

For the purposes of this report, we have chosen to highlight the following areas of work:

Our work 2022-2023

Colour Between the Lines

Drawing on oral history approaches and funded by the Heritage Lottery, Colour Between the Lines charts the individual development and successes of 7 disabled individuals from minority ethnic communities who, in spite of societal prejudices and discrimination towards race and disability, have established successful and thriving lives.

The project emerged from an awareness of the relative invisibility of disabled people from minority ethnic communities in society and in oral histories, and the need to challenge these gaps in the narrative.

As the individuals involved with this project sit at the intersection between disability discrimination and racism, they were able to provide a unique vantage point on the role ethnicity plays in disability and self-advocacy movements.

Working alongside these 7 individuals, we produced a written publication, a short film and a series of portraits, which were launched in July 2022 at the Black Cultural Archives in Brixton as one of a series of events marking the 20 year anniversary of Changing Our Lives.

Working with people trapped in locked hospitals

A key area of our work and our passion as a team is the plight of people with learning disabilities and autistic people living trapped in long stay hospitals across the country. It is 12 years since Winterbourne View, the abuse scandal that led to the creation of the Transforming Care programme. The programme aims to improve care and services for people with learning disabilities and autistic people and reduce inappropriate admissions and length of stay for people in Assessment and Treatment Units (ATUs) and secure hospital settings.

Despite Transforming Care, numerous reports, reviews, additional funding and some high profile media cases there remain over 2000 people with learning disabilities and autistic people in long-stay settings. The average length of stay is 5 years, however many of the individuals we work with have been in hospital 15, 20 and in some cases 40+ years.

CHANGING OUR LIVES LTD

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2023

We aim to work at both a strategic and individual level to challenge these injustices. Our *Why are We Stuck in Hospital?* research project tackles the issues on a strategic view level, whereas our Future Planning work champions the rights of individuals to leave hospital and lead ordinary lives, in ordinary homes, in ordinary streets.

Why Are We Stuck in Hospital?

Over the last two years we have worked alongside The University of Birmingham on a two year NIHR-funded research study to explore why people spend so much time in hospital. The aim of the study was to try and understand the issues from the point of view of people themselves, families, hospital staff, commissioners, social workers, advocates and social care providers who support people when they leave hospital. We spoke to 27 people with learning disabilities or autistic people in three different long-stay hospitals across the country to try to understand their often lengthy journeys through 'the system', what they thought would help them move out of hospital quicker and what they wanted their life to look like in the future. We went back to see people one year after first meeting them to see if their lives had changed and if they were any closer to living the life they want.

We used what people told us to create a guide that has been sent out to all heads of adult social care and health trusts in the country. We produced an accessible film version of the guide as well as an easy read version for people and families. We also produced a training film for social care professionals. All of these resources are hosted on the SCIE website as well on those of Changing Our Lives and The University of Birmingham.

In order to maximise the impact of the work and to ensure that conversations around the scandal of people being stuck in hospital took place outside of the world of health and social care we worked with The Ikon Gallery. They commissioned local artist Foka Wolf to create a gallery installation, highlighting the issue, that coincided with the launch of the guide as well as promoting the research and exhibition on billboards across Birmingham with the help of creative advertising specialists Jack Arts. Jack Arts estimate that footfall across the billboard sites over the two weeks was in excess of 350,000.

Two launch events were held, one to launch the policy and practice guide to an audience of health and social care professionals and one to launch the exhibition to the public, to discuss issues from the research and the collaboration between the research and the Ikon. The exhibition ran for ten days attracting 3397 visitors. We created an accessible guide to the installation as well as a display based on Matthew's story hosted by the Ikon in their resource room. We created this display using photographs and text from Matthew's story to further educate the gallery audience on the issue. Both the research and the exhibition attracted a lot of publicity with pieces appearing on the BBC News website and in The Guardian online as well as many articles in local media publications. To date the research team have presented the work to multiple audiences including:

Royal College of Psychiatrists network meetings,

BASW 'Homes not Hospital' campaign,

BASW Black Country branch,

Skills for Care (exploring commissioning competencies on behalf of a Ministerial Working Group)

National Commissioning Conference

They are also due to present at a number of national and international conferences:

BASW national conference

Health Services Research UK conference

International Conference on Integrated Care (ICIC23), Antwerp

Building the Right Support Community of Practice (via LGA)

Mental Diversity Law Network: 'Why haven't we Transformed Care yet?'

Making Research Count/King's College London

Asia Pacific Conference on Integrated Care, Australia

National Advocacy Conference

Quotes from visitors to the exhibition:

"Great and powerful project, highlighting an important issue I wasn't aware of. Excellent use of space as well."

"This was an eye-opening exhibition. I learnt a lot about the subject and it made me think about how other people live."

"The exhibition is incredibly powerful and the event is useful in bringing together the voices and contribution of people with lived experience, research and sector partners. Your next step is to push for real change at pace."

CHANGING OUR LIVES LTD

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2023

Future Planning

Over the last year, Changing Our Lives has worked with 9 people who are or have been trapped in hospital settings around the UK. Typically, when people are trapped in in-patient units, there are multiple professionals involved in their lives. On paper, they all have the same goal of moving the person out of hospital, but despite this, the average length of hospital stay is around five years with some having been in hospital for over twenty years.

Our approach, firmly rooted in the social model of disability and the principles of coproduction rather than the restrictive requirements of professional roles, is unique. When we work with individuals the question we ask is: what do I need to do to make a difference to the person's current life and to support the person to move closer to and achieve their version of an ordinary life? Through a combination of person centred planning, rights based advocacy, facilitation and problem solving we work flexibly to do just that. For one person, this might involve creating a person centred plan and ensuring they have a committed team around them working towards shared outcomes. For someone else, we may be involved for several years, with various changes and transitions en route.

Improving quality of life in hospital

Although our sights are always set on the ultimate aim of the person moving into a home of their own in the community, we also look to immediate and short term improvements that make a difference to the person in their current environment. Some of the outcomes achieved over the past year include: ensuring one person had reasonable access to community leave, supporting one person to expedite their dental appointment on the basis of the negative impact on their dysphagia and wellbeing, challenging the rationale behind delaying home visits for one person, linking one person to an opportunity in the community after twenty years in hospital and securing expertise from an outside organisation for another person in hospital that will ensure appropriate positive behavioural support throughout their transition into the community. For one person, there was a significant shift in the attitude of the wider multi-disciplinary team from seeing discharge as highly unlikely for the person to recognising that this was a real possibility with the right support. This had a positive impact on the person and *their own sense of hope and optimism for the future*.

Moving out of hospital

Our work with individuals is exemplified by B, who moved out of hospital into their own home a few months ago after being in and out of hospitals for over twenty years. B was in long term segregation when Changing Our Lives got involved. Our first priority was relationship building. In practice, this meant spending time with B getting to know them as a person, rather than purely as a list of labels, diagnoses and problem behaviours. Getting out of inpatient units is rarely quick or straightforward so an important part of the relationship was to be someone who consistently reflected the belief that they could and would move out of hospital.

We also spent time talking to the people in B's life, forging alliances with key players and those with influence and power to make change happen. Further down the line, we worked closely with the identified provider, ensuring that B's transition into their own home was planned with their needs at the centre. A key part of this was facilitating a training day for the new staff team with B's social worker, previous hospital advocate and B's Mum.

Part and parcel of working in co-production is being ready to be flexible, creative and responsive to what is in front of you. Working with B often meant picking up a range of tasks to make sure that they moved closer to, and eventually out of hospital. That could mean anything from coordinating visits for B to see their new home and the local area to creating social stories to support B to understand the journey out of hospital.

Having acquired the 'complex' label, B was someone who generated a lot of meetings, none of which they were part of in any way. In contrast, we used a bespoke approach to person centred planning. For B, this meant facilitating small informal workshops, where B was in control: deciding who to invite, what to talk about and setting the pace of the conversations that happened. In practice, this often meant flitting between talking about B's life and future to watching snippets of favourite police dramas or song. This worked for B, who chose to stay for 2 - 3 hours each time, unheard of at any other meeting. A wealth of information was generated which was used to develop a person centred plan in written and film format.

After many twists and turns and half a lifetime spent in institutions, B has now moved in to their own home with their own staff team and is beginning to live the ordinary life we are all entitled to.

CHANGING OUR LIVES LTD

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2023

Equal Treatment

This NHS England and NHS Improvement funded project was hosted by Learning Disability England in partnership with the Race Equality Foundation. It sits within a wider programme of work that Race Equality Foundation is leading on, finding evidence and examples of what will help stop racism or unequal treatment.

The Changing Our Lives strand of Equal Treatment focused on enabling the self-advocacy movement, which is led by people with learning disabilities speaking out for the rights of their peers, to be more aware of racism and how to proactively tackle it.

Changing Our Lives' philosophy is underpinned by a commitment to anti-racist practice, so this opportunity very much appealed to our core values and approach. Tackling racism head on, we needed to take into account the systematic and structural factors that perpetuate inequalities and we challenged these as part of this programme.

Before starting the work, we expected the sessions to prompt people within self-advocacy organisations to begin thinking about racism in a critical way. However, we found that most people had never been exposed to conversations around racism and this was a starting point for those conversations.

"Thank you for these sessions. If there is any take away for you I hope it is that what you have delivered has been exactly the catalyst we needed."

The training programme was aimed at not only self-advocates with learning disabilities but also management structures within their organisations. It included a historical perspective, discussed how racism impacts attitudes and behaviour, explored real stories and considered the challenges and solutions. A core element was the recognition that people need to be seen and understood as a whole – not simply as a disabled person, but a person whose ethnicity and experience of race will inevitably shape their life experiences.

Feedback from self-advocates, support staff and management following the workshops indicated that not only did they feel they had a better understanding of racism and anti-racism, but they felt more confident in speaking up about and challenging racism. There was increased motivation and determination to engage individually and as part of their organisation in anti-racist actions.

The project resulted in the coproduction of a whole range of resources being made available on our website to the wider public. They include films on racism and anti-racism, a series of mobile phone diaries, 'keys to anti-racism' postcards and easy read documents on reporting racism and being an ally.

*"Not everything that is faced can be changed,
but nothing can be changed until it is faced."*

James Baldwin (American writer)

Short Black n Sides

Short Black n Sides is a stream of our work that encompasses a growing range of community based projects that focus on the mental health of men from Black communities.

A positive sense of identity is fundamental to good mental health. Social identification influences how we see ourselves and how we interact with others. If we have a positive view of our identity we are more likely to relate well to others and feel positive emotions about ourselves.

Within the Short Black n Sides work stream, we developed Barbershop Stories which is a series of 7 video diaries where Black men reflect on identity, racism, inequality, career and what can bring about positive change. These videos are a window into the lives of Black men striving to make their mark in the world. They tell the stories of how these men see themselves, how they have experienced and navigated different paths, and the impact that society's age old narratives about Black men have imposed on them.

"I've found the conversations therapeutic, what I've taken from them is at times we may feel things we go through are exclusive to us as an individual, but surprisingly many have experienced the same, sometimes worse. This brings a level of reassurance that you are not alone and it's ok to display a certain level of vulnerability and still be masculine."

"I have found the conversations truly inspirational and up-lifting. From a personal point of view the connection I've gained from everyone within the project has pushed me to do more to provide positive solutions to the issues we face as minoritised communities."

Alongside the series of conversations, the men took part in accompanying work with local youth groups using play and further conversations as a means to role model. They used the basis of their own conversations to further explore young people's thoughts and experiences around identity, mental health, racism and the aspirations they have for themselves.

"It was a privilege to see the maturity and intelligence shown by the young men I met today. As a parent of a 14 year old son this gives me so much joy and hope for the future with these young men surely breaking barriers we never got to."

CHANGING OUR LIVES LTD

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2023

200 Lives Report published

Throughout 2020 - 22 Changing Our Lives worked with Manchester Metropolitan University, the National Development Team for Inclusion and London School of Economics to examine the quality and costs of supported living and residential care for 107 adults with learning disabilities aged 18-64 years. The research aimed to get good, up-to-date evidence on the quality and costs of supported living and residential care services. Our role in the research was both as partners in the design of the whole project and as reviewers of people's lives using our Quality of Life Review approach. The full report for this work was published in spring of 2023.

Some of the key findings from the research were that:

Both supported living and residential care can support people with a wide range of needs. Sometimes residential care was more restrictive, whereas on average, people in supported living had significantly more housing rights such as having their own front door key. However, only a quarter of participants in supported living had all of the housing rights they were entitled to, according to the Real Tenancy Test.

When accommodation costs are included, residential care is more expensive than supported living.

Who people live with is more important to them than the building. For lots of people, the company of their housemates and staff was one of their favourite things about where they lived.

What people want from a house might change throughout their life, as their goals and dreams change. However, most people only move if there is a problem with their current home.

People found it important to feel part of the local neighbourhood and said that knowing people in the local community helped them to feel safe. Supported living households were more a part of their local community.

Many people did not have a job, or only worked a few hours. Issues with their benefits could stop people from getting a paid job. Some people in residential care were paid for their work in vouchers.

People's social networks (the amount of friends and people they know) were quite small in supported living and residential care.

Much of what was found in the research echoes what we have seen in Quality of Life Reviews over the years. We have seen that supported living can give people more choice and control than residential care when done well, but this does not always happen. Further to this, we often see that even where people have 'nice' lives whether in residential or supported living, they are rarely living what could be termed an ordinary life.

The 200 Lives research team has produced a series of messages for commissioners, service providers, housing providers, regulators and policy-makers to consider, which aim to drive improvements in the way services are delivered and people are supported so that their right to an ordinary life is finally realised.

For all the reports from 200 Lives go to:

<https://www.ndti.org.uk/resources/research-project/resources-from-200-lives-project-evaluating-supported-living-and-residential-care-for-adults>

Postural care checklist for learning disability nurses

For several years the Learning Disabilities Mortality Review (LeDeR) has emphasised the importance of good postural care in reducing the risk of premature death for all people with learning disabilities, but particularly for those with limited mobility. Changing Our Lives know from working alongside countless people with the label of profound and multiple learning disabilities and their families that good postural care alleviates discomfort, opens up communication and positively impacts on quality of life. Building on the success of our previous postural care work, Changing Our Lives are currently developing a postural care checklist tool for use by learning disability nurses.

Learning disability nurses across clinical and community settings are often at the heart of a person's care. The best learning disability nurses that we have worked alongside are fearless advocates for a person's rights, liaising between people, families and other health and care professionals to improve a person's health and life chances. For this reason, Changing Our Lives believe that learning disability nurses have a valuable role to play in ensuring a person's postural care needs are woven into all areas of their lives.

Building on our work in previous years, which aimed to increase understanding of postural care in learning disability nurses, Changing Our Lives have been working with Simple Stuff Works and Piers Baker, a physiotherapist at Leonard Cheshire to develop a postural care checklist tool for learning disability nurses. Based on the Mansfield Checklist, an accredited tool for identifying postural care needs, and on a document written by Piers for his own work with disabled adults, our postural care checklist will enable learning disability nurses to quickly identify when a person requires input around their postural care, and who is the best professional in their local network to signpost to. It also allows learning disability nurses to review changes over time and has a strong focus on what is important to the person to enable them to lead an ordinary life.

A focus group of learning disability nurses have had input into the tool and will be consulted on the final draft before it is launched nationally to learning disability nurses at a webinar.

CHANGING OUR LIVES LTD

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2023

Opening Doors: Learning disability nursing in forensic hospitals

By definition, the work of forensic nurses in secure settings takes place behind closed doors. Most people, including health and social care professionals in other parts of the system, often know very little about the role of the nurse in these closed settings. When it is highlighted, it is very often in a negative context, linked to a scandal and adverse media reporting. Whilst it is right that poor practice is exposed and condemned, it is also important that good practice is celebrated as it would be in any other setting.

Opening Doors aims to do just that, shining a light on the practice of learning disability nurses working in secure settings. To do this, Changing Our Lives spent time in four different secure hospitals around the country, meeting primarily with nurses, but also with families and patients. During these conversations, nurses discussed how they saw their role, highlighted the challenges they face when trying to implement the improvement standards in secure care and shared examples of practice that had led to real outcomes for the people they support.

Our report, due to be published in 2023, centres around 5 stories of people with learning disabilities, their families and the learning disability nurses who have been instrumental to unlocking an ordinary life in environments that are far from ordinary. These stories are varied in their focus, but all reflect the key qualities that we identified through this work, which would make an effective, compassionate and ambitious learning disability nurse in any team, but which are crucial within the forensic setting.

As a rights based organisation that works alongside autistic individuals and individuals with learning disabilities, often for years at a time, to painstakingly extract them from inpatient settings where their humanity has been eroded, we are well aware that the system which keeps them there is broken. However, we hope that by showing what is possible when good nurses do their job well - using not just the knowledge and skills they have acquired through their training but through their own personal values and attributes - we can contribute in a positive way to the conversation, and showcase the art of the possible.

Financial review

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 at least nine 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.

The Trustees have assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

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:

J Baker

R Harding

A Middleton

R Seabright

(Resigned 1 November 2023)

Trustees are appointed as necessary by the continuing trustees.

New trustees receive information and training on their responsibilities as trustees.

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

J Baker

Trustee

Dated: 20 December 2023

CHANGING OUR LIVES LTD

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF CHANGING OUR LIVES LTD

I report on the financial statements of the charity for the year ended 31 March 2023, which are set out on pages 10 to 18.

Respective responsibilities of Trustees and examiner

The charity's Trustees, who are also the directors of Changing Our Lives Ltd for the purposes of company law, are responsible for the preparation of the financial statements. The Trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed. The charity's gross income exceeded £250,000 and I am qualified to undertake the examination being a qualified member of ACCA.

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

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

Basis of Independent examiner's report

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

Independent examiner's statement

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

- (a) which gives me reasonable cause to believe that in any material respect the requirements:
 - (i) to keep accounting records in accordance with section 386 of the Companies Act 2006; and
 - (ii) to prepare financial statements which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities;have not been met or
- (b) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the financial statements to be reached.

Robert Chance FCCA
Neal and Co Business Services Limited

Shakespeare Buildings
26 Cradley Road
Cradley Heath
West Midlands
B64 6AG

Dated: 20 December 2023

CHANGING OUR LIVES LTD

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 MARCH 2023

		Unrestricted funds	Designated funds	Restricted funds	Total	Total
	Notes	2023 £	2023 £	2023 £	2023 £	2022 £
<u>Income and endowments from:</u>						
<u>Charitable activities</u>						
Co-produced equal rights based projects	2	312,340	-	4,999	317,339	354,453
Investments	3	1,783	-	-	1,783	166
Other income	4	-	-	-	-	104
Total income		314,123	-	4,999	319,122	354,723
<u>Expenditure on:</u>						
Charitable activities	5	322,542	-	5,170	327,712	339,938
Net (outgoing)/incoming resources before transfers		(8,419)	-	(171)	(8,590)	14,785
Gross transfers between funds		326	(326)	-	-	-
Net (expenditure)/income for the year/ Net movement in funds		(8,093)	(326)	(171)	(8,590)	14,785
Fund balances at 1 April 2022		315,336	326	171	315,833	301,047
Fund balances at 31 March 2023		307,243	-	-	307,243	315,832

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.

CHANGING OUR LIVES LTD

BALANCE SHEET

AS AT 31 MARCH 2023

	Notes	2023 £	£	2022 £	£
Fixed assets					
Tangible assets	8		7,197		11,648
Current assets					
Debtors	9	49,136		52,876	
Cash at bank and in hand		373,305		310,840	
		422,443		363,716	
Creditors: amounts falling due within one year	10	(122,397)		(59,532)	
Net current assets			300,046		304,184
Total assets less current liabilities			307,243		315,832
Income funds					
Restricted funds	12		-		171
Endowment funds - designated			-		326
Unrestricted funds			307,243		315,335
			307,243		315,832

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2023. The members have not required the company to obtain an audit. No member of the company has deposited a notice, pursuant to section 476, requiring an audit of these accounts.

The Trustees acknowledge their responsibilities for ensuring that the charity keeps accounting records which comply with section 386 of the Act and for preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its incoming resources and application of resources, including its income and expenditure, for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

The members have not required the company to obtain an audit of its financial statements 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 20 December 2023

J Baker
Trustee

Company registration number 04404093

CHANGING OUR LIVES LTD

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

Charity information

Changing Our Lives Ltd is a private company limited by guarantee incorporated in England and Wales. The registered office is .

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's [governing document], the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities not to prepare a Statement of Cash Flows.

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, [modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value]. 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.

Restricted funds are subject to specific conditions by donors as to how they may be used.

Designated funds represent monies set aside by the Trustees for particular projects.

1.4 Incoming resources

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.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

1.5 Resources expended

CHANGING OUR LIVES LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

(Continued)

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, 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 classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

1.6 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:

Computers	Depreciated over 4 years
-----------	--------------------------

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.

1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial instruments

The following assets and liabilities are classified as financial instruments – trade debtors, trade creditors and bank loans.

Bank loans are initially measured at the present value of future payments, discounted at a market rate of interest, and subsequently at amortised costs using the effective interest method.

Trade debtors and trade creditors are measured at the undiscounted amount of cash or other consideration expected to be paid or received.

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.

CHANGING OUR LIVES LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

2 Charitable activities

	2023 £	2022 £
Co-produced equal rights based projects	317,339	354,453
Analysis by fund		
Unrestricted funds	312,340	
Restricted funds	4,999	
	317,339	
For the year ended 31 March 2022		
Unrestricted funds		349,528
Restricted funds		4,925
		354,453

3 Investments

	Unrestricted funds	Unrestricted funds
	2023 £	2022 £
Interest receivable	1,783	166

4 Other income

	Total	Unrestricted funds
	2023 £	2022 £
Net gain on disposal of tangible fixed assets	-	104

CHANGING OUR LIVES LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

5 Charitable activities

	Charitable Expenditure 2023 £	Charitable Expenditure 2022 £
Staff costs	258,777	258,112
Co-produced equal rights based projects	68,935	81,826
	<u>327,712</u>	<u>339,938</u>
	<u>327,712</u>	<u>339,938</u>
Analysis by fund		
Unrestricted funds	322,542	331,995
Designated funds	-	1,805
Restricted funds	5,170	6,138
	<u>327,712</u>	<u>339,938</u>

6 Trustees

None of the Trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

7 Employees

The average monthly number of employees during the year was:

	2023 Number	2022 Number
	<u>6</u>	<u>8</u>
Employment costs	2023	2022
	£	£
Wages and salaries	218,515	221,190
Social security costs	18,963	17,786
Other pension costs	21,299	19,136
	<u>258,777</u>	<u>258,112</u>

There were no employees whose annual remuneration was more than £60,000.

CHANGING OUR LIVES LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

8 Tangible fixed assets

	Computers £
Cost	
At 1 April 2022	21,885
At 31 March 2023	21,885
Depreciation and impairment	
At 1 April 2022	10,236
Depreciation charged in the year	4,452
At 31 March 2023	14,688
Carrying amount	
At 31 March 2023	7,197
At 31 March 2022	11,648

9 Debtors

	2023 £	2022 £
Amounts falling due within one year:		
Accrued income	48,805	50,645
Prepayments	333	2,231
	49,138	52,876

10 Creditors: amounts falling due within one year

	Notes	2023 £	2022 £
Other taxation and social security		13,809	5,571
Deferred income	11	100,620	50,000
Other creditors		5,335	1,328
Accruals and deferred income		2,633	2,633
		122,397	59,532

CHANGING OUR LIVES LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

11 Deferred income

	2023 £	2022 £
Other deferred income	100,620	50,000

Deferred income is included in the financial statements as follows:

	2023 £	2022 £
NHSE Future planning	-	47,000
LDE Equal treatment	-	3,000
East Leicester & Rutland	7,000	-
NHS England	9,870	-
Health Education	56,250	-
Learning Disability England	3,500	-
Sandwell MBC	24,000	-
	100,620	50,000

12 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 April 2021 £	Movement In funds		Balance at 1 April 2022 £	Movement In funds		Balance at 31 March 2023 £
		Incoming resources £	Resources expended £		Incoming resources £	Resources expended £	
SCVO Grant	1,384	4,925	(6,138)	171	-	(171)	-
Healthy Lifestyles	-	-	-	-	4,999	(4,999)	-
	1,384	4,925	(6,138)	171	4,999	(5,170)	-

CHANGING OUR LIVES LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

13 Analysis of net assets between funds

	Unrestricted 2023	Designated 2023	Restricted 2023	Total 2023	Unrestricted 2022	Designated 2022	Restricted 2022	Total 2022
	£	£	£	£	£	£	£	£
Fund balances at 31 March 2023 are represented by:								
Tangible assets	7,197	-	-	7,197	11,648	-	-	11,648
Current assets/(liabilities)	300,046	-	-	300,046	303,687	326	171	304,184
	<u>307,243</u>	<u>-</u>	<u>-</u>	<u>307,243</u>	<u>315,335</u>	<u>326</u>	<u>171</u>	<u>315,832</u>

This document was delivered using electronic communications and authenticated in accordance with the registrar's rules relating to electronic form, authentication and manner of delivery under section 1072 of the Companies Act 2006.

CHANGING OUR LIVES LTD

England & Wales - Charity number 1093883

Accounts

Charity Registration No. 1093883

Company Registration No. 04404093 (England and Wales)

CHANGING OUR LIVES LTD
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022
PAGES FOR FILING WITH REGISTRAR

CHANGING OUR LIVES LTD

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees

J Baker
R Harding
A Middleton
R Seabright

Charity number

1093883

Company number

04404093

Registered office

Belmont House
Station Way
Crawley
West Sussex
RH10 1JA

Independent examiner

Neal and Co Business Services Limited
Shakespeare Buildings
26 Cradley Road
Cradley Heath
West Midlands
B64 6AG

CHANGING OUR LIVES LTD

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CHANGING OUR LIVES LTD

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2022

The Trustees present their report and accounts for the year ended 31 March 2022.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts 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)" (as amended for accounting periods commencing from 1 January 2016)

Objectives and activities

The charity is a rights-based organisation that works in co-production with people with disabilities of all ages to achieve equality, good health and social inclusion.

Public benefit

The trustees have had due regard to the Charity Commission's guidance on Public Benefit Reporting when planning its future activities and also during delivery of its activities.

CHANGING OUR LIVES LTD

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2022

Achievements and performance

Foreword

A year away from our 20th anniversary, this past year has been a time of reflection where I have considered our work in the light of the past 20 years. Having founded the organisation in 2002 with a group of colleagues with learning disabilities, our work has without doubt changed over the years in response to people's situations, and to the political and social climate. Over this time we have developed and refined our practice based on what we know works. However, what has not changed are our values, and our fundamental commitment to person centred ways of working, and to coproduction at an individual, community and strategic level, which remain as strong today as they were in 2002.

The annual report describes a range of our work from 2021-2022, including projects which showcase what is possible in people's lives (the Ordinary Lives and Hospital to Home book launches), projects which systematically gather evidence to measure and improve quality of life (200 Lives, Why are we stuck in hospital?), alongside projects which take a long term approach to challenging and overcoming injustice (person centred planning and advocacy) through to practical, projects that make a relatively immediate impact on a person's quality of life (Digital Life Lines, Common Ground and the FitBit project). Having a range of work is not only what people we work with want, but it is equally important when tackling social injustice and health inequalities, as the team thrives on this variety. When faced with achieving positive outcomes in the face of the systemic discrimination and disadvantages, having variety keeps the team fresh, motivated and resilient.

Changing Our Lives works with people with a learning disability and autistic people, as well as people with lived experience of mental health difficulties of all ages. However, in many of our projects we chose to target three specific groups of people who find themselves particularly disadvantaged:

People with the label of profound and multiple learning disabilities
People from minority ethnic communities
People who are trapped within the locked hospital system

The Got My Back postural care work particularly focuses on people with the label of profound and multiple learning disabilities; our person centred planning and advocacy and the two research projects, 'Why are we stuck in hospital' and '200 Lives' focus on people trapped in locked hospital settings, and Beyond the Stigma and Equal Treatment focus on people from minority ethnic communities. Focusing some of our work on these specific groups is important to us, and the team has honed its skills and experience over the years so we can work alongside these individuals to bring about positive change in their lives.

Since we were established in 2002 we have adopted a coproduced approach, working in partnership with disabled people and people with lived experience of mental health difficulties to shape and deliver projects. In 2021-2022 we continue to be committed to this approach. We paid 12 disabled people which included 5 people with physical disabilities, 4 autistic people, and 3 people with learning disabilities and one individual with lived experience of mental health difficulties. 33% of these individuals came from minority ethnic communities. We also paid two family carers for their work with us. Creating paid opportunities for disabled people is something we have done since the charity was established in 2002 because we know that working with and investing in people close to the issue is the best way to bring about meaningful and sustained outcomes.

About us

Vision

Our vision is of a society in which disabled people and people with lived experience of mental health difficulties of all ages are afforded universal human rights, resulting in them being in control of their own lives as equal citizens.

CHANGING OUR LIVES LTD

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2022

An ordinary life

All of our work is rooted in the belief that no one is too disabled and no one's mental health is too complex to lead an 'ordinary life'. Whatever our area of work, the drive for people to lead ordinary lives is at the heart of our approach. An ordinary life, first coined by the King's Fund in their seminal report *An Ordinary Life* (Kings Fund 1980), promoted the concept that people with learning disabilities should live in ordinary houses, in ordinary streets and be part of ordinary communities. Kings Fund. (1980). *An Ordinary Life: Comprehensive locally based residential services for mentally handicapped people*, London: Kings Fund.

Social model of disability

Our values are rooted in the social model of disability, which guides our approach. The social model of disability recognises that the person is disabled by society and the way it is organised, as opposed to the medical model which views the person as disabled by their condition and therefore a problem to be fixed. As such, we don't believe people's lives should be limited or defined by labels and diagnoses, and are committed to reframing how society views mental health and disability.

Recovery model

We are committed to the recovery model in mental health. Just as we all have physical health, so we have mental health. This model does not focus on symptoms and conditions but champions:

- building resilience of people
- supporting self-development and self-esteem
- a strength-based approach
- a personalised approach and aims for each individual to gain more control over their life
- social recovery where relationships and community connections are strengthened
- the journey, not the destination
- building a meaningful life, as defined by the person themselves.

Person Centred Planning and Advocacy

Changing Our Lives has a strong and proud history of working with people who find themselves stripped of the most basic human rights, including those people with a learning disability and/or autistic people trapped in inpatient units. Tackling this injustice is a priority for Changing Our Lives; one of the ways we do this is through future planning with individuals who are in inpatient units. This work is vital in not only achieving better, ordinary life outcomes for people but also in our drive to change the wider narrative towards the belief that no-one is too disabled and no one's mental health is too complex to lead an 'ordinary life'.

Our approach to future planning is bespoke to each individual, and includes a combination of person centred planning, advocacy and coproduction with the person and family around individualised support/service design. Our work is always shaped by a recognition that people themselves are in the best position to know what works for them, so we spend time with the person and those that know them well. We coproduce a person centred plan with individuals, we use the tools of advocacy to move them closer to the future they want and we ensure that they are at the centre of designing their own journey out of hospital and the support they need to live a full life in the community.

These are some of the examples of outcomes people have achieved through this work:

J

J has lived in a hospital setting for most of the last 10 years. When Changing Our Lives first became involved with J they were in long-term segregation and had very little meaningful contact with people other than the hospital team. We began meeting with J over Zoom and then in person, supporting them to think about the future and having a home and life in the community. J gradually moved out of long term segregation and a property was identified for them.

CHANGING OUR LIVES LTD

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2022

We have:

- Supported J and the staff team to manage their anxiety while they wait for a provider to be identified, for example through designing social stories and regular conversations over Zoom where J looks at photos of their house and the area
- Made sure that J is involved in the journey towards moving out of hospital in a way that suits him
- Facilitated regular person centred planning meetings with J, where they talk freely, at their own pace, about their future. J has enjoyed these meetings and their staff have been surprised that they stay for so long
- Made sure that J is supported to visit their house regularly and begin to get to know the area
- Built up an album of photos and video messages of J's journey so far that they can take with them and can be used to help their new staff team get to know them
- We are working with J's parent, the social worker and the hospital advocate to ensure that the right people are employed to support J, and that they receive training that is co-designed with J and their parent.

H

H has had several hospital admissions over the years. H was doing really well just 8 months ago and was at the point of moving out of hospital back into the community. However, due to the hospital closure, H was suddenly and without any warning or planning moved to another hospital. Unsurprisingly, H found this difficult to cope with, and reacted in the only way they knew how by lashing out at staff, being verbally abusive and breaking things. Within weeks H found themselves in long term segregation. H is now out of long term segregation and going out into the community.

We have:

- Challenged the hospital team to find ways to support H positively and move out of long term segregation
- Linked in with H's community nurse who has a good relationship with them so that we could visit jointly and begin to form a relationship, as H finds it difficult to form relationships with new people
- Used our links with commissioners to ensure that concerns about the way H was being supported were addressed quickly and at the appropriate level
- Challenged the hospital team to reduce the time H is expected to go without incident before community leave is allowed to make it achievable for them.

M

M had lived in hospital for approximately 15 years. M is autistic and had been seen as 'challenging' by the hospital setting which struggled to understand her needs. M needed a quiet space in which she could express herself through art. M's art was described by hospital staff as 'colouring'. During planning with M, one of our staff who was a skilled artist, took a range of art materials in and worked with M, for short periods only as that is what they would tolerate. It quickly became clear that M needed to be understood as an artist first. We planned with M and advocated for them until they were found their own home. M's mom, who had made a series of complaints over the years to the hospital, got involved in staff selection and training. M has lived successfully in their own home for 3 years now. Their home was designed with M's art in mind as they do this every day. It was also planned so that it was in a location where they could take regular walks and in a quiet location.

Why Are We Stuck In Hospital?

It is over 10 years since Winterbourne View, the abuse scandal that led to the creation of NHS England's Transforming Care programme. This programme aims to improve care and services for people with learning disabilities and autistic people and reduce inappropriate admissions and length of stay for people in Assessment and Treatment Units (ATUs) and secure hospital settings.

Despite Transforming Care, numerous reports, reviews, additional funding and some high profile media cases, there remain over 2000 people with learning disabilities and autistic people in long-stay settings.

We are working with The University of Birmingham on a two year National Institute for Health Research funded study to explore why people spend so much time in hospital. The aim of the study is to try and understand the issues from the point of view of people themselves, families, hospital staff and commissioners. The team were recently successful in gaining additional funding through a social care extension bid which will mean that we can also seek the views of social workers, advocates and providers on the issue.

CHANGING OUR LIVES LTD

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2022

One year into the study we have spoken to 25 people with learning disabilities or autistic people in three different long-stay hospitals across the country to try to understand their often lengthy journeys through "the system", what they think would help them move out of hospital quicker and what they want their life to look like in the future. We will revisit people one year after meeting them to see if their lives have changed and if they are any closer to living the life they want.

As part of the study we have recruited and facilitated a reference group of people with learning disabilities, autistic people and family carers. The group includes people who have experience of being in such hospitals themselves. They have helped to shape the approach the researchers have taken when speaking to people, sense-checked early findings and will be involved in helping to plan the training guide for professionals, one of the outputs of the study.

"This research tackles a topic that is often overlooked. People with learning disabilities and autistic people can be sectioned for long periods of time, often years. This is usually because of unmet need and because of a higher likelihood of mental health difficulties compared to people who are considered neurotypical. Despite an increased awareness of mental health in the media, there is little emphasis on how this translates to people with learning disabilities or autistic people. People like myself who are neurodiverse often have difficulties with communication. If our communication is significantly or consistently misunderstood by those around us we may communicate our frustration through our behaviour, and this can lead to us being labelled as challenging. Eventually this breakdown in communication can lead to some people being sectioned."

Zeze, Reference Group Member

There is also an advisory board of professionals from across the sector including policy and practice leads from a wide range of voluntary, statutory, legal and academic bodies bringing a wealth and breadth of experience to support the research team.

The study concludes at the end of 2022 and the report, training guide and film will be launched in the first half of 2023. We have also secured some additional funding to work with the Ikon art gallery in Birmingham to organise and host an exhibition which will try to promote the findings of the study and raise these issues with a public audience.

Hospital to Home book series

For people with learning disabilities and autistic people living in hospitals, irrespective of whether these are assessment and treatment units or secure services, the two main issues that typically hit the headlines are either abuse scandals, which happen all too often or the numbers of people still living in these units, which remain inordinately high. When a scandal hits, the occasional MP or minister is outraged and the story remains topical for a while. This media energy soon fades and fizzles out and the people in hospital are forgotten once more.

What we rarely hear is the story of the people themselves and the good practice that exists around the country when clinicians and professionals in hospitals adopt approaches which enable the individual to move into their own homes. As an organisation, we have felt the frustration and, at times, the outrage when we are planning or advocating for an individual who is trapped in the system. However, one way to gain traction in the system is to share people's stories in order to show real examples of what is possible. We are still coming across professionals who just don't believe or can't see how the individual they are working with could live their life in their own home.

With this in mind, we made a decision to launch a book series called 'Hospital to Home' which will record the experiences of both individuals who have left the hospital and are settled in their own home, as well as individuals who are still within hospital settings, but whose transition needs to be slower in order for the eventual move to be sustained. Each story is told from the individual and/or the family's perspective.

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Beth's story was the first in the Hospital to Home book launched on Human Rights day, 10th December 2021. The story has been written by Beth and Beth's dad, Jeremy. Beth is a vibrant young woman who has been failed by the system and has, as a consequence, ended up in 16 different settings in 7 years, many far from home, and spent just under 3 years in locked seclusion, because specialist services could not meet her needs and did not understand how to work with her to get the best out of her. Beth now lives in a new setting, provided by Mersey Care, NHS Foundation Trust, where she is given a great deal of control over her daily life choices and where staff understand Beth's autism and adapt to her, rather than expecting Beth to adapt to them. Although Beth is still on the journey to independence in her own home, her progress in such a short space of time is testament to her own resilience, her father's national campaigning and the work of the staff team around her who take their lead from Beth in their support of her.

Beth's story can be found at

<https://www.changingourlives.org/blog/beth>

Equal Treatment

The Equality and Human Rights Commission describe equality as: "Ensuring that every individual has an equal opportunity to make the most of their lives and talents."

Equity is about giving people what they need in order to make things fairer and plays a key role in achieving equality. This means taking into account systemic inequalities to ensure that everyone has access to the same opportunities and outcomes.

For us, this means targeting our resource to vital areas of work and alongside communities significantly more likely to experience social injustice and health inequalities on multiple levels throughout their lifetime, resulting in poorer outcomes and even premature death.

Pursuing equity in our work is necessary in tackling the personal, interpersonal, institutional and structural discrimination that these communities experience and ensuring that they have the same opportunities to live an ordinary life as the rest of society.

An example of this work is Equal Treatment.

In 2022 we are one of 3 organisations delivering an NHSE/NHSi funded project called Equal Treatment. The work is hosted by Learning Disability England who are working in partnership with the Race Equality Foundation. At the core this project is about understanding and tackling racism.

The area of work we are leading on aims to inform and support self-advocacy groups and organisations made up of people with learning disabilities to overcome barriers and taboos in relation to understanding and speaking up about racism. It will strengthen those groups and organisations to move towards anti-racist practice, ensuring representation of people from minority ethnic communities, and challenges to the inequalities faced by people from minority ethnic communities.

In bringing self-advocates together from these organisations, our programme includes a historical perspective, discusses how racism impacts attitudes and behaviour, explores real stories and considers the challenges and solutions. Running parallel to this, will be work with CEOs, Trustees, Directors etc. from across the organisations to look at culture, practice and governance to achieving anti-racist practice. This will include learning from our own experience as an organisation, exploring tools, approaches and attitudes to achieving this.

200 Lives

People with learning disabilities are one of the most socially excluded groups in our society, the legacy of historical segregation that denied people their own home, choice and control and a decent income. Having a home of your own and the right support are keys to being part of the community, being accepted as equal citizens and living an ordinary life.

People with learning disabilities who want or need to move out of the family home, are usually offered either residential care or supported living. There are some key differences between the two approaches. In a supported

CHANGING OUR LIVES LTD

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2022

living setting, the person has their own tenancy agreement, they are responsible for their own bills and cost of living, and their support is provided separately to their accommodation. In residential care, the person has a license to occupy a room, their care and accommodation is combined, and bills are covered by the care provider. People in supported living have access to a wider menu of benefits than those in residential care. In theory, supported living should give individuals more rights and control over their lives: where they live, who they live with (if anyone), the support they get, and how they live their lives. As a result, since supported living was first introduced as a concept in the 1990's, there has been a steady shift away from residential care towards supported living.

Councils spend nearly £3 billion a year on supported living and residential care for adults with learning disabilities, but very little is known about how good these two approaches are in reality, and how much they really cost. The National Institute for Health Research funded Manchester Metropolitan University, National Development Team for Inclusion, London School of Economics and Changing Our Lives to examine the quality and costs of supported living and residential care for 200 adults with learning disabilities aged 18-64 years. The research aimed to get good, up-to-date evidence on the quality and costs of supported living and residential care services.

As part of the wider research, Changing Our Lives carried out Quality of Life reviews with 16 people. The reviews aimed to act as an additional layer of inquiry to the data collected by the research team, as well as providing a different perspective on quality from people with lived experience of learning disabilities. A Quality of Life Review report was written for each person as well as a summary report that outlined themes that emerged from the individual reviews.

Each Quality of Life review aimed to measure how each provider enables disabled people to lead an ordinary life. The reviews focussed on the following areas of the Quality of Life Standards: My Home, Being in Control of my Life, Having a Full Life and The Way People Work with Me.

The findings from the Quality of Life Reviews aligned with those of the wider research team. The themes and issues of note from the Quality of Life reviews reflect potential differences across the two models of support and wider attitudes and values around people with learning disabilities which are still too prevalent within services and across society as a whole.

Some of the themes and issues of note were that people in supported living seem to have more control over their daily lives and are more involved in running their lives than people in residential care, and people with higher levels of staff support who live in supported living seem to have more spontaneous, personalised and varied lives. The review team found very few examples of people having non disabled friends, being in paid work, having roles that contribute to their community and having ambitions and goals beyond their leisure interests across both models of support.

The findings from the Quality of Life Reviews have been incorporated into the wider findings of the research and a report has been written which will be published in spring 2022.

Got My Back Learning Event and Twitter Chat

For several years, Changing Our Lives has worked with national partners to raise awareness and challenge inequalities surrounding postural care for people with reduced mobility. A healthy posture is important for us all. Most of us are born with a symmetrical body shape, but for people with reduced mobility it is more difficult to maintain a healthy posture throughout life. This means that over time, some people with reduced mobility develop body shape distortions. Postural care is any intervention which protects a person's body shape and reduces their risk of health complications associated with distortion. For some people with learning disabilities, in particular those with the label of profound and multiple learning disabilities (PMLD) poor posture has been linked to poorer quality of life and an increased risk of premature death (Heslop et al, 2020).

Through our work with disabled people we have heard that best practice in postural care is not common knowledge among the families of people with the label of PMLD, and in some areas of the UK, it is not even common knowledge among the health professionals who work with them. At Changing Our Lives, much of our wider health inequalities work over the last few years has happened alongside learning disability nurses (Changing Our Lives, 2021). We see learning disability nurses as uniquely placed to be able to spot poor posture and draw together families and professionals to make positive changes to a person's postural care.

CHANGING OUR LIVES LTD

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2022

In 2021, we held an online postural care learning event aimed at learning disability nurses. The event was attended by 120 professionals and students and the catch-up recording was watched over 200 times. With guest speakers Rachel Wright (Born at the Right Time), Leanne Briggs (Teesside University) and Alistair Beverley (The LD Physio) the learning event brought together family perspectives, practical tips and evidence-based information. Knowing that postural care is fundamental to tackling health inequalities for people with learning disabilities, the event was targeted particularly to learning disability nursing students, and many students and lecturers took up the offer from Andrea Page at Birmingham City University to learn more about the unique way that they embed postural care knowledge into the student nursing syllabus.

Following on from the success of the online event, Changing Our Lives hosted a live Twitter Chat with Rachel Wright and Sarah Clayton (Simple Stuff Works) to bring together people, families and professionals from a range of backgrounds to discuss the barriers and solutions to getting good postural care for all. This Twitter chat was well attended and as a result, Kingston University held a postural care skills session for their learning disability nursing students. Postural care remains a key priority for Changing Our Lives in our broader health inequalities work, and next we hope to share awareness and practical skills with social care professionals such as social workers and supported living providers.

You can watch the recording of the learning session here: <https://www.youtube.com/watch?v=ATbxSfa8roU>

References

Changing Our Lives (2021), Best practice in learning disability nursing [<https://www.changingourlives.org/blog/best-practice-in-learning-disability-nursing>]

Heslop, P et al (2020), University of Bristol LeDeR annual report [<https://www.england.nhs.uk/wp-content/uploads/2021/06/LeDeR-bristol-annual-report-2020.pdf>]

Ordinary Life Stories

In Changing Our Lives, all of our work is rooted in the belief that no one is too disabled and no one's mental health is too complex to lead an 'ordinary life'. Whatever our area of work, the drive for people to lead ordinary lives is at the heart of our approach. An ordinary life, first coined by the King's Fund in their seminal report *An Ordinary Life* (Kings Fund 1980), promoted the concept that people with learning disabilities should live in ordinary houses, in ordinary streets and be part of ordinary communities.

Disabled people and people with lived experience of mental health difficulties are often faced with barriers which make everyday, ordinary things like living in their own home, having a good job or having a partner difficult to achieve. Some of these barriers may be internal, but more often than not society places barriers in the way of individuals. These barriers can be other people's attitudes, a lack of creative thinking or physical barriers.

We know that an ordinary life is achievable for everyone, so our series of Ordinary Life Stories have for many years highlighted the lives of disabled people. Although these lives are ordinary, the stories often focus on the creativity, dedication and passion that a person and those around them have applied to get them where they are today.

In November 2021, Changing Our Lives celebrated the lives of 3 Sandwell residents with learning disabilities by releasing their Ordinary Life Stories books both online and at an in-person launch in the historic surroundings of Central Library, West Bromwich.

In her story, *Working 9 to 5*, Sonja reflects on how important employment is in her life, and the long road she has taken to find the support and adaptations that make her career a success. Stephen's story, *Seize the Day* charts the changes that have happened throughout his life that have led to him being an independent man in his 50s living in his own home. Mandy is an accomplished athlete nationally with the Special Olympics, and her story offers readers a flavour of her personality as A Force of Nature, who has made the move from inpatient hospitals to being in her own home.

The launch was opened by Cllr Bob Piper and attended by Cllr Kerrie Carmichael along with friends and families of Stephen, Sonja and Mandy. After arriving in style in a limousine, all 3 took questions about their book, followed by a book signing. Taking place in the heart of the community in West Bromwich at the end of a long year of COVID-19 restrictions, the event was a much-needed chance for people to get together and celebrate, and for the 3 people whose stories were shared, it was a chance to be recognised for their unique personalities, passions and achievements. As Mandy said "The book launch was lovely. My book is really powerful. Thank you for helping me with my book. When you read it, it's me to a tee!"

CHANGING OUR LIVES LTD

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2022

You can read all of our Ordinary Life Stories on our website: <https://www.changingourlives.org/Blogs/ordinarylifestories>

References

Kings Fund. (1980). *An Ordinary Life: Comprehensive locally based residential services for mentally handicapped people*, London: Kings Fund.

Digital Lifelines

Even before the COVID-19 pandemic, people with learning disabilities in the UK were experiencing digital exclusion. Digital exclusion refers to the barriers such as lack of internet access, lack of technology or lack of skills and confidence that prevent some people navigating the digital world (Good Things Foundation, 2021). In today's increasingly online society, digital exclusion impacts on people's health outcomes both directly, in accessing health services (Healthwatch, 2021) and indirectly, as digital access impacts on employment and social participation (NHS Digital, 2021). As the national COVID-19 restrictions kept people at home, Changing Our Lives continued to work with people with learning disabilities, and found that many were being left behind by the surge in socialising, shopping and working online, due in large part to a lack of access to suitable technology or support to get to grips with it.

Changing Our Lives began proactively seeking grants to ensure that digital technology is part of the lives of people we work with and in April we were selected to be a community partner for the Digital Lifeline programme, coordinated by the Good Things Foundation and funded by the Department of Digital, Culture, Media and Sport. We distributed 36 tablets to people with learning disabilities across England and offered them internet data and support with getting online. We supported people to develop their digital skills and to use their tablets to connect with friends and family, including some who hadn't seen loved ones since before the pandemic started. We used people's new devices and their emerging skills to link them in with other projects, such as our virtual Speakeasy nights which brought professional performers into the homes of people with learning disabilities in Sandwell.

People who received a tablet through Digital Lifelines used their new tablets to catch up with friends, work on fitness goals, contribute to research over Zoom with Changing Our Lives, get back into working from home, take part in hobbies they had been missing from before lockdown and learn new skills.

One person who had never had a tablet before, and didn't have Wi-Fi at home received a tablet through Digital Lifelines. After getting the hang of listening to his favourite music online and getting back in touch with friends, him and his mom decided to get Wi-Fi installed at home and even bought a smart TV. He was using his tablet to get back into his DJ-ing, which he hadn't done since before lockdown.

Another person was nervous about receiving her tablet as neither her nor her parents had ever used one before. With support from Changing Our Lives, she was soon up and running and now enjoys using her tablet to watch films, chat to friends over Facebook messenger and get involved in events with Changing Our Lives Zoom events. Her mom commented "The tablet has been a godsend to us during the pandemic."

Following the success of the Digital Lifelines project, Changing Our Lives made a commitment in our strategic planning to continue our digital inclusion work for the next 2 years. We have built on the skills and confidence people gained to set up other projects such as our FitBit work and have started to share our outcomes strategically with local partners in Sandwell to call for digital inclusion to be embedded in local plans for people with learning disabilities.

References

Good Things Foundation (2021), Digital exclusion & health inequalities [<https://www.goodthingsfoundation.org/wp-content/uploads/2021/08/Good-Things-Foundation-2021—Digital-Exclusion-and-Health-Inequalities-Briefing-Paper.pdf>]

Healthwatch (2021), Locked Out: Digitally excluded people's experiences of remote GP appointments [<https://www.healthwatch.co.uk/report/2021-06-16/locked-out-digitally-excluded-peoples-experiences-remote-gp-appointments>]

NHS Digital (2021), Why digital inclusion matters to health and social care [<https://digital.nhs.uk/about-nhs-digital/our-work/digital-inclusion/digital-inclusion-in-health-and-social-care>]

CHANGING OUR LIVES LTD

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2022

FitBit project

37.5% of people with a learning disability were classified as obese, this was also greater than those without a learning disability (29.9%) (NHS Digital, 2019).

Based on our work with people, we know that people with learning disabilities living in the Black Country, like the rest of England, experience significant health inequalities and sometimes are not given opportunities or access to healthy life styles. The pandemic has only exacerbated this situation as people with learning disabilities have been isolating, many not leaving their home for over 14 months and not accessing any form of physical exercise.

Through funding from Active Black Country, we have distributed 30 Fitbits to people with learning disabilities throughout the Black Country in order to motivate individuals to get active and connect with their peers or the wider community. Not only are the Fitbits encouraging people to move more, they are also allowing individuals the option to monitor their overall health and wellbeing through tracking their sleep, menstrual health and mood. Those who use Facebook, have been posting their progress with their Fitbits on our community Facebook page. In sharing their progress and Fitbit app statistics with others, people continue to motivate each other to increase their daily steps and exercise. This work has given us the opportunity to explore how this technology can impact on both the overall quality of life of people and has result in improved health outcomes.

"They were enthusiastic and interested to know how many steps they'd done, which encourages them to progress in their abilities to take that one extra mile every time they were being active. This has improved their mental wellbeing and stamina in general."

"I've started to feel much fitter in myself. I feel energy from exercising more. It keeps me going."

References: <https://www.mencap.org.uk/learning-disability-explained/research-and-statistics/health/health-inequalities>

Common Ground

The proportion of disabled people (13.3%) who report feeling lonely "often or always" is almost four times that of non-disabled people (3.4%), with the greatest disparity for young adults, aged 16 to 24 years old. (ONS, 2019)

With Headstart funding, throughout 2021 and 2022, we have been working on our Common Ground project in Wolverhampton. Common Ground uses 'Community Connecting' as an approach to tackle youth loneliness, through building connections between young disabled people and their local community. Too often the social isolation and loneliness that young disabled people experience is defined by their disability, which can be all the more isolating. Therefore, we don't connect young disabled people into segregated services, instead we have built relationships that are grounded in shared interests within communities. By establishing real relationships with real people, the success of these connections will stand the test of time and make a real difference to people's lives. It is through using this approach that young people have found solutions to overcoming loneliness by developing their skills and improving their mental and general wellbeing. Community connecting allows us to build on the strengths of young people, while strengthening their voice to make the change they need in their lives.

Individual connecting work

The pandemic has had damning effects on the mental health of many of the young people we work with. Each young person's situation is unique and for some, the negative implications of isolating and shielding have impacted upon their confidence. We have worked on a 1:1 basis with 9 young disabled people, including young autistic people and young people with learning and physical disabilities, getting to know them over time by building trusted relationships. By establishing connections in the local area, we have facilitated individual connections for these young people, some within mainstream opportunities and some with individuals in the community who share a common interest. Through individual connecting work, a range of outcomes were achieved for young people. For one young man, our involvement triggered thoughts about doing things as a young man independently, both in himself and his family.

"You've got me thinking that [my son] doesn't do anything outside of school and services. I want to prepare him for the real world."

CHANGING OUR LIVES LTD

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2022

An example individual connecting work:

After getting involved in arts opportunities as part of Common Ground, through 1:1 support from Changing Our Lives, one young person was successful in applying for a volunteering role at Wolverhampton Art Gallery and is now taking steps towards a career in the arts. This experience has enabled them to build their self-esteem and focus on their future.

"I'm just so grateful to have made such great connections through Changing Our Lives. Being involved in something that brings me joy and actually changes the way I feel and what I feel has been a great experience. This project will have lasting effects on me and I often reflect on what I have done and have been able to achieve."

Group work with a local school and college

Throughout the course of the project we developed close relationships with a special school and college to deliver bespoke programmes of work to 18 young people. The young people in these classes are approaching transition from school to college or from college to work, which can be a daunting and unfamiliar time, as young people prepare to leave a familiar environment for pastures new. Through facilitating a series of custom workshops that focussed on their goals and aspirations, young people learnt how building connections in the community can increase confidence and resilience and contribute to their goals for the future.

This work has prompted conversations within the special school about the importance of friendships and connections for these young people and staff are exploring how this practice can be embedded to benefit future generations of pupils.

"It's been a real learning curve for us on how to give the kids a voice and talk about their goals for the future [and] exploring how isolated [they] are outside of school."

"To make these connections happen for young people, we pledge to be resilient and adaptable to change and to grab opportunities for further community mapping in both hands and to open the world up to our young people."

References: <https://www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/disability/bulletins/disabilitywellbeingandlonelinessuk/2019>

Beyond the Stigma

Having good mental health is central to our wellbeing and building strong and resilient communities plays a vital role in this. Beyond the Stigma brought together South Asian women from across Sandwell to share their stories in order to challenge the stigma that surrounds mental health within their communities and encourage others to engage in the conversation through a social media campaign and digital book.

The project took place during the height of the coronavirus pandemic, a time in which mental health became a hot topic of conversation. Though conversations about mental health are more commonplace in the UK today, we know through our work, there is still widespread stigma within South Asian communities. The way these women have experienced mental health difficulties is no different to the rest of society, however, their encounter is often set against a background of cultural expectations which include pressures from family relating to gender biased customs.

As part of the project Changing Our Lives facilitated virtual creative workshops with award winning poet and spoken word artist, Shareefa Energy (<https://www.shareefaenergy.com>), and explored how the arts are a powerful way to share experiences and challenge myths. The workshops supported self-expression and celebrated identity and value, giving women the opportunity to explore ideas and develop their own writing and creative work.

A collection of personal stories and creative writing was then developed by the women, resulting in the publication of a digital book, Beyond the Stigma: "Lok Ki Kehnge?" (<https://www.changingourlives.org/Handlers/Download.ashx?IDMF=9171f5ee-7ffb-44c6-8fa4-6fa041b9f311>) Their work was shared throughout the course of the social media campaign in a variety of mediums, including video interviews, and encouraged the others to join the conversation.

"Intergenerational trauma - search it, read about it, become aware of it. It doesn't just exist in our communities but it prospers in our communities, because those norms and values that are passed down to us, seemingly to keep our culture and traditions alive, have taught us to suffer in silence."

CHANGING OUR LIVES LTD

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2022

Financial review

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 at least nine 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.

The Trustees has assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

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 were:

J Baker

R Harding

A Middleton

R Seabright

Trustees are appointed as necessary by the continuing trustees.

New trustees receive information and training on their responsibilities as trustees.

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



Trustee

Dated: 16 December 2022

CHANGING OUR LIVES LTD

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF CHANGING OUR LIVES LTD

I report on the accounts of the charity for the year ended 31 March 2022, which are set out on pages 14 to 21.

Respective responsibilities of Trustees and examiner

The charity's Trustees, who are also the directors of Changing Our Lives Ltd for the purposes of company law, are responsible for the preparation of the accounts. The Trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed. The charity's gross income exceeded £250,000 and I am qualified to undertake the examination being a qualified member of ACCA.

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

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

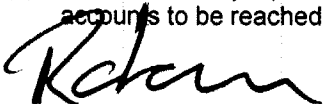
Basis of Independent examiner's report

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

Independent examiner's statement

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

- (a) which gives me reasonable cause to believe that in any material respect the requirements:
 - (i) to keep accounting records in accordance with section 386 of the Companies Act 2006; and
 - (ii) to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities;have not been met or
- (b) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Robert Chance FCCA
Neal and Co Business Services Limited

Shakespeare Buildings
26 Cradley Road
Cradley Heath
West Midlands
B64 6AG

Dated: 16 December 2022

CHANGING OUR LIVES LTD

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2022

		Unrestricted funds	Designated funds	Restricted funds	Total	Total
	Notes	2022 £	2022 £	2022 £	2022 £	2021 £
<u>Income and endowments from:</u>						
<u>Charitable activities</u>						
Co-produced equal rights based projects	2	349,528	-	4,925	354,453	298,524
Investments	3	166	-	-	166	183
Other income	4	104	-	-	104	-
Total Income		349,798	-	4,925	354,723	298,707
<u>Expenditure on:</u>						
Charitable activities	5	331,995	1,805	6,138	339,938	328,207
Net income/(expenditure) for the year/ Net movement in funds		17,803	(1,805)	(1,213)	14,785	(29,500)
Fund balances at 1 April 2021		297,532	2,131	1,384	301,047	330,546
Fund balances at 31 March 2022		315,335	326	171	315,832	301,046

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.

CHANGING OUR LIVES LTD

BALANCE SHEET

AS AT 31 MARCH 2022

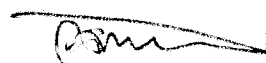
	Notes	2022 £	£	2021 £	£
Fixed assets					
Tangible assets	8		11,648		11,215
Current assets					
Debtors	9	52,876		112,137	
Cash at bank and in hand		310,840		187,653	
		363,716		299,790	
Creditors: amounts falling due within one year	10	(59,532)		(9,959)	
Net current assets			304,184		289,831
Total assets less current liabilities			315,832		301,046
Income funds					
Restricted funds	12		171		1,385
Designated funds			326		2,129
Unrestricted funds			315,335		297,532
			315,832		301,046

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2022. The members have not required the company to obtain an audit. No member of the company has deposited a notice, pursuant to section 476, requiring an audit of these accounts.

The Trustees' acknowledge responsibilities for ensuring that the charity keeps accounting records which comply with section 386 of the Act and for preparing accounts which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its incoming resources and application of resources, including its income and expenditure, for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to accounts, so far as applicable to the company.

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

The accounts were approved by the Trustees on 16 December 2022



Trustee

Company Registration No. 04404093

CHANGING OUR LIVES LTD

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

1 Accounting policies

Charity Information

Changing Our Lives Ltd is a private company limited by guarantee incorporated in England and Wales. The registered office is .

1.1 Accounting convention

The accounts 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)" (as amended for accounting periods commencing from 1 January 2016). The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

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

The accounts have been prepared under the historical cost convention, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the accounts, 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 accounts.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives unless the funds have been designated for other purposes.

Restricted funds are subject to specific conditions by donors as to how they may be used.

Designated funds represent monies set aside by the Trustees for particular projects.

1.4 Incoming resources

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.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Turnover is measured at the fair value of the consideration received or receivable and represents amounts receivable for goods and services provided in the normal course of business, net of discounts, VAT and other sales related taxes.

CHANGING OUR LIVES LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

1 Accounting policies

(Continued)

1.5 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:

Computers

Depreciated over 4 years

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 net income/(expenditure) for the year.

1.6 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

Intangible assets with indefinite useful lives and intangible assets not yet available for use are tested for impairment annually, and whenever there is an indication that the asset may be impaired.

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.8 Financial instruments

The following assets and liabilities are classified as financial instruments – trade debtors, trade creditors and bank loans.

Bank loans are initially measured at the present value of future payments, discounted at a market rate of interest, and subsequently at amortised costs using the effective interest method.

Trade debtors and trade creditors are measured at the undiscounted amount of cash or other consideration expected to be paid or received.

1.9 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.

1.10 Retirement benefits

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

CHANGING OUR LIVES LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

2 Charitable activities

	2022 £	2021 £
Co-produced equal rights based projects	354,453	298,524
Analysis by fund		
Unrestricted funds	349,528	
Restricted funds	4,925	
	354,453	
For the year ended 31 March 2021		
Unrestricted funds		246,426
Designated funds		13,100
Restricted funds		38,998
		298,524

3 Investments

	2022 £	2021 £
Interest receivable	166	183

4 Other income

	2022 £	2021 £
Net gain on disposal of tangible fixed assets	104	-

CHANGING OUR LIVES LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

5 Charitable activities

	2022 £	2021 £
Staff costs	258,112	259,795
Co-produced equal rights based projects	81,826	68,412
	<u>339,938</u>	<u>328,207</u>
	<u>339,938</u>	<u>328,207</u>

6 Trustees

None of the Trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

7 Employees

Number of employees

The average monthly number employees during the year was:

2022 Number	2021 Number
8	9
<u>8</u>	<u>9</u>

Employment costs

	2022 £	2021 £
Wages and salaries	221,190	222,136
Social security costs	17,786	16,714
Other pension costs	19,136	20,945
	<u>258,112</u>	<u>259,795</u>
	<u>258,112</u>	<u>259,795</u>

CHANGING OUR LIVES LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

8 Tangible fixed assets

	Computers £
Cost	
At 1 April 2021	16,999
Additions	4,885
At 31 March 2022	21,884
Depreciation and impairment	
At 1 April 2021	5,784
Depreciation charged in the year	4,452
At 31 March 2022	10,236
Carrying amount	
At 31 March 2022	11,648
At 31 March 2021	11,215

9 Debtors

	2022 £	2021 £
Amounts falling due within one year:		
Accrued income	50,645	108,602
Prepayments	2,231	3,535
	52,876	112,137

10 Creditors: amounts falling due within one year

	Notes	2022 £	2021 £
Other taxation and social security		5,571	6,025
Deferred income	11	50,000	-
Other creditors		1,328	1,189
Accruals and deferred income		2,633	2,745
		59,532	9,959

CHANGING OUR LIVES LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

11 Deferred Income

	2022 £	2021 £
Other deferred income	50,000	-

Deferred income is included in the financial statements as follows:

	2022 £	2021 £
NHSE Future planning	47,000	-
LDE Equal treatment	3,000	-
	50,000	-

12 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 April 2021 £	Movement in funds		Balance at 31 March 2022 £
		Incoming resources £	Resources expended £	
SCVO Grant	1,384	4,925	(6,138)	171
	1,384	4,925	(6,138)	171

13 Analysis of net assets between funds

	Unrestricted £	Designated £	Restricted £	Total £
Fund balances at 31 March 2022 are represented by:				
Tangible assets	11,648	-	-	11,648
Current assets/(liabilities)	303,687	326	171	304,184
	315,335	326	171	315,832

CHANGING OUR LIVES LTD

England & Wales - Charity number 1093883

Accounts

Charity Registration No. 1093883

Company Registration No. 04404093 (England and Wales)

CHANGING OUR LIVES
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

CHANGING OUR LIVES

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	J Baker R Harding A Middleton R Seabright
Charity number	1093883
Company number	04404093
Registered office	Belmont House Station Way Crawley West Sussex RH10 1JA
Independent examiner	Neal and Co Business Services Limited Shakespeare Buildings 26 Cradley Road Cradley Heath West Midlands B64 6AG

CHANGING OUR LIVES

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CHANGING OUR LIVES

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) *FOR THE YEAR ENDED 31 MARCH 2021*

The Trustees present their report and accounts for the year ended 31 March 2021.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts 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)" (as amended for accounting periods commencing from 1 January 2016)

Objectives and activities

The charity is a rights-based organisation that works in co-production with people with disabilities of all ages to achieve equality, good health and social inclusion.

Public benefit

The trustees have had due regard to the Charity Commission's guidance on Public Benefit Reporting when planning its future activities and also during delivery of its activities.

CHANGING OUR LIVES

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2021

Achievements and performance

Speakeasy

In 2020 Changing Our Lives began work on our Speakeasy project in Sandwell, which aims to build social connections and promote digital inclusion for people with learning disabilities, autistic people and their families. The Covid-19 pandemic has magnified the isolation and digital exclusion that people with learning disabilities and autistic people experience in their everyday lives. With the majority of the community shut and many people being told to shield, people's lives have been completely disrupted. ONS data found three in four people (74.6 per cent) with a learning disability believe their wellbeing has been affected by the impact of coronavirus, compared with 37 per cent of non-disabled people (ONS, 2021).

Using Zoom, we have facilitated a series of virtual "Speakeasies". Each Speakeasy is totally unique and to date we have hosted a variety of virtual get-togethers including a Christmas Cabaret, Valentines Cabaret, Pub Quiz, Pamper Night and Drag Bingo. Each person that attends has a personalised "Speakeasy Parcel" delivered to their doorstep to add to the atmosphere of the night. This may be their favourite food or drink. Amongst the fun and entertainment, people chat and share their stories. Some of these stories have been captured through song and we will be developing an album of these songs as part of the project.

We have supported people with developing their digital skills to take part in Speakeasy nights and in some cases are supporting people to use Zoom for the first time through 1:1 support. Additionally, we have developed a tablet loan scheme, through which a number of tablets are available to those who don't have the required technology to take part in the project.

We have connected old friends, who in some cases are seeing each other for the first time since lockdown began. We have also brought people together who would otherwise not have known each other. Friendships and community connections are being established and as time progresses these will develop naturally outside of the project.

Statistics:

In 2017, 56% of adult internet non-users were disabled, much higher than the proportion of disabled adults in the UK population as a whole, which in 2016 to 2017 was estimated to be 22%. For internet non-users aged between 16 and 24 years, 60% were disabled in 2017, a proportion that is the same as for those aged 75 years and older.

ONS, 2019

"Research conducted prior to the pandemic [shows] that whilst many people with learning disabilities are highly motivated to use technology, they are often unable to effectively or meaningfully do so. [...] Several researchers have argued that a major reason that people with learning disabilities are excluded from the benefits that using technology can offer them is that supporters (e.g. parents, carers and other professionals) are often unable or unwilling to facilitate access and support sustained use of technology."

Seale, 2014; Sorbring, Molin & Löfgren Mårtenson, 2017). Keeping Connected and Staying Well, The Open University 2020

Quotes:

"It was just great as I haven't seen her since about 12 months ago. And it was fantastic that I actually saw her."

"I love meeting new people. It's nice to get to know them better on Zoom."

"I really enjoyed the cabaret. It was fun. I really enjoyed the dancing and singing."

"Huge thank you to Changing Our Lives for a brilliant night and for fantastic Christmas gifts for Dave. Amazing band, fab Fizzogs, great Drag Artist."

"I loved the care, the humour and the sense of community that came across even through the Zoom format."

CHANGING OUR LIVES

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2021

Common Ground

Community Connecting

Since 2017, we have been working with the Co-op Foundation on Common Ground, which uses 'Community Connecting' as an approach to tackle youth loneliness and build connections between young disabled people and their local community. Too often the social isolation and loneliness that young disabled people experience is defined by their disability, which can be all the more isolating. For 2019 - 2021 our aim was to continue to build on what we've learnt so far, developing a range of works to connect and motivate young people to start a conversation around youth loneliness.

Human Rights training

Between 2019 - 2021, Changing Our Lives partnered with the Law School from the University of Birmingham (UoB) to design and develop a bespoke Human Rights training session aimed at young people in Wolverhampton.

In 2019, 27 pupils from mainstream schools took part in face-to-face training that was created and delivered by 6 UoB students alongside Changing Our Lives staff and 2 young disabled people from the city of Wolverhampton. In light of the Covid-19 pandemic, in 2020 a virtual form of this training was developed by UoB law students with support from the Changing Our Lives team. In 2021, this online session was delivered by UoB students alongside Changing Our Lives staff to young members from youth forums facilitated by the City of Wolverhampton Council.

"Your new normal. My normal." social media campaign

Throughout the course of the Covid-19 pandemic, people from all walks of life have expressed their feelings of loneliness and isolation, donning the phrase "the new normal". However, for some young people, these feelings of loneliness are the everyday normal. We sought to raise awareness of this by capturing the stories of young disabled people and their non-disabled peers through the arts. Changing Our Lives use the arts as a vehicle to highlight and challenge societal prejudices and perceptions. By creatively opening up the conversation on youth loneliness, we wanted young people to feel powerful and confident to share their stories.

The range of artworks featured on our social media channels throughout the course of the campaign. The campaign also resulted in an online exhibition with Wolverhampton Art Gallery, (<https://www.wolverhamptonart.org.uk/changingourlives/>) featuring the original artworks of young people whose work was selected by a judging panel. To view the full collection of artwork produced for the "Your New Normal. My normal." campaign, click here: [LINK ARTS BROCHURE](#) and [Common Ground book](#)

"Because you are vulnerable you are not disposable, you are not any less valuable, and you are not any less deserving. This pandemic has taught the world a lot of what it's like to live with some conditions, but only the small part of it. Being able to deal with things and carry on as the vulnerable people in this world do, is amazing, it takes courage and strength to fight everyday just for a tomorrow. I enjoy educating people and being open and sharing my life. I want people to appreciate their lives more and I think when people see how much some people have to do every day, they start to realise."

"If someone shares their story it might make others reach out and share theirs too and this way, the more people share, the more they feel connected and the more future connections and support they create for others."

CHANGING OUR LIVES

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2021

What I wish people knew about autism...

"I am accepted as who I am within my local community. People and organisations in my community have opportunities to raise their awareness and acceptance of autism."

Promise 1: Sandwell Autism Strategy

Living an ordinary life is often challenging for autistic people because of systemic barriers, negative attitudes and exclusion by society (purposely or inadvertently). Misunderstandings and judgmental attitudes based on misinformed stereotypes creates an unwelcoming community and can be one of the biggest barriers to autistic people living life the way they want. More needs to be done to tackle them which is why the first promise of the Sandwell Autism Strategy, which Changing Our Lives coproduced with autistic people in 2019.

A better understanding of autism would improve every part of autistic people's lives, increasing the chances of an early diagnosis and appropriate support, lowering incidents of bullying at school and in society, making communities more welcoming and accepting, and improving employment opportunities.

Autistic people themselves are in the best position to inform and educate non-autistic people about autism, which is why Changing Our Lives ran the "What I wish people knew about autism..." project during the pandemic. This project was about autistic people themselves using their own experiences and creativity to produce pieces of art to encourage more awareness, understanding and acceptance of autism in Sandwell.

Autistic people were invited to create pieces of art work using any medium around the themes of:

My world – exploring ways in which autistic people can experience the world differently to non-autistic people

Acceptance and respect – exploring issues around respect and acceptance of neurodiversity

Change – exploring what the neurotypical world needs to do to become more inclusive of autistic people

Contributors were free to create work that was celebratory, highlighting the gifts, talents and strengths that can come with autism; or challenging, focussing on the barriers, struggles and difficulties that autistic people face; or to simply express their day to day experience living in a world not built for autistic people.

There were some very powerful, insightful and expressive submissions and three pieces were chosen for a prize.

CHANGING OUR LIVES

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2021

A Springboard to Tackling Health Inequalities in Sandwell

Challenging the injustice of health inequalities has always been a high priority for Changing Our Lives. Having good health is fundamental to living an ordinary life.

The disturbing levels of health inequalities experienced by people with a learning disability and autistic people have been well documented in the last twenty years: people with a learning disability and autistic people have poorer health and die earlier than the general population. Shockingly, many of these deaths could be prevented by public health interventions or better access to high quality care.

The COVID-19 pandemic has amplified the everyday discrimination experienced by people with a learning disability, including around health inequalities. In February 2021 Mencap reported that Covid-19 accounted for 80% of deaths of people with a learning disability in the week ending 22 January, a disproportionately high number compared to the general population in England and Wales, where 45% of deaths were COVID related

With these alarming statistics in mind, Changing Our Lives worked with Sandwell Council to plan and carry out a Quality of Life Review to explore how well people in supported living are supported to maintain good health and wellbeing in general, and throughout the pandemic.

The Health Charter for Social Care Providers 2017 (the Health Charter) was used as a basis for the review. This charter was developed with people with learning disabilities and their families and aims to support social care providers to improve the overall health and wellbeing of people with learning disabilities. The review took place over a six-month period and involved 9 social care providers; the review team spoke to 82 people overall, including people with a learning disability, managers, support staff and family members.

In general, the review team found that the support people get to maintain their health and wellbeing is good enough and there were some great examples of innovative and creative practice. However, there was also evidence of shortcomings in practice in some areas and an inconsistent awareness and understanding of health inequalities and people's rights.

The findings and recommendations from this review will be presented to Sandwell Health and Wellbeing Board in June 2021 where strategic backing will be sought to take forward key actions and developments. Changing Our Lives will host a Health Inequalities Conference in the autumn aimed at providers to raise awareness and understanding of key health inequalities and secure sign up to the Health Charter and begin to close the health inequalities gap in Sandwell.

State of Sandwell

Building upon the findings of the State of Sandwell 2019, in 2020 Changing Our Lives set out to have conversations with Sandwell residents about their mental health. This year, the focus was the impact of COVID-19 on the mental health of people from minority ethnic communities in Sandwell. At the time of designing the research methodology, evidence was emerging to suggest that COVID-19 was having a disproportionate impact on some minority ethnic communities in the UK and that the pandemic was linked to various social and economic outcomes that were likely to have a negative impact on people's mental health.

Reaching people by videoconferencing and phone calls, Changing Our Lives spoke to Sandwell residents from Black and Asian backgrounds. Many of these people had additional risk factors of disadvantage from COVID-19 including disabled people, women (including those with caring responsibilities) and frontline workers. After the conversations, a core group of residents who had participated came back to analyse the data with Changing Our Lives staff and identify key themes.

As with the State of Sandwell 2019, people spoke about their mental health as being interwoven with all other aspects of their everyday lives and described positive, self-directed activities as important for maintaining their mental health and wellbeing. Cultural identity and heritage was identified as an important factor for many people in how they understood their own mental health, but this was deeply personal and individual, and blanket assumptions about ethnicity or culture were seen as particularly unhelpful.

In 2021, Changing Our Lives will present the findings from this work to a range of relevant stakeholders and will coproduce an action plan that will inform the work of the Mental Health People's Parliament.

CHANGING OUR LIVES

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2021

Got My Back: Young people and families putting themselves in control of postural care

Changing Our Lives has a long history of working with disabled people to raise awareness of health inequalities, challenge the systems that perpetuate them and remove barriers to healthcare. Our vision is that no-one is too disabled to live an ordinary life, and this includes having equal access to good health outcomes.

A healthy posture is important for us all, but for people with reduced mobility, it is more difficult to maintain a healthy posture. This means that over time, some people develop body shape distortions. These changes are not inevitable. Postural care is any intervention which protects a person's body shape and reduces their risk of health complications associated with distortion.

In 2019, NHS England and Improvement commissioned Changing Our Lives to write the stories of 6 people who demonstrate the benefits of good postural care. We worked with young people and family carers to build a picture of their experiences with postural care. Despite being of critical importance to a person's physical health outcomes, what really shone out of the 6 stories we gathered was the way that good postural care acts as the cornerstone of a full, connected and ordinary life. Whether scaling a climbing wall, visiting the beach with family or taking those first strides into independence as a young adult, maintaining a healthy body shape freed people up to achieve what they wanted to.

However, a theme throughout all the stories was a need for more information and awareness among people, families and healthcare professionals. Localised pockets of great practice work for those people who are lucky enough to come across them, but a consistent level of understanding and access to postural care is needed wherever disabled people are. Changing Our Lives will share the 'Got My Back' stories in Summer 2021 and will use them as a springboard for our upcoming Postural Care Twitter Chats and for a learning and sharing event in September 2021 aimed at learning disability nurses.

Best practice in Learning Disability Nursing and Resetting the Narrative

In December 2020 Changing Our Lives published two books about learning disability nursing. 'Best practice and challenges in learning disability nursing' was commissioned by NHS England and Improvement, and illustrated how nurses in a variety of settings had put the 'Learning Disability Improvement Standards for NHS Trusts' into practice. 'Resetting the Narrative' was commissioned by Health Education England and told the stories of people with learning disabilities, autistic people and their families reflecting on the importance of Learning Disability Nurses in their own lives. The stories spanned more than 20 NHS Trusts, a learning disabilities regional network and a handful of voluntary sector organisations and they demonstrated the creativity, tenacity and warmth that are the hallmarks of great learning disability nursing.

Changing Our Lives presented the two books at The 2nd National Learning Disability Nurse Symposium, sharing some of the stories featured. After the Symposium, connections were forged between the Trusts mentioned and other delegates over Twitter, including Respiratory Charge Nurse Justin Wyatt who was invited to speak to Learning Disability Students at Teesside University about his innovative pathway for patients with the label of profound and multiple learning disabilities (PMLD).

Changing Our Lives are continuing to work with some of the NHS Trusts on some social media spotlights around particular pieces of best practice, and many of the individual people, families and nurses that were featured in 'Resetting the Narrative' have returned in 2021 to collaborate with us on awareness raising or our new digital inclusion work, and some are also undertaking paid roles on one of our national research projects.

CHANGING OUR LIVES

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2021

Digital Postural Care Passport

"Our vision is of a world where people's body shape is protected, so that we can enjoy our lives free from pain, exercising our basic human rights and living our lives to the full."

Changing Our Lives, 2018

This is the vision from our postural care strategy which was written with disabled people, family members, healthcare professionals, academics and equipment providers in 2018.

In 2020, Changing Our Lives was commissioned by NHSE to produce and pilot a digital passport for young people with the label of profound and multiple learning disabilities. The passport focuses on communication and postural care and is a way of families sharing the knowledge and expertise they have about their child or young person with others who may work with them.

"Postural care is everything to us as a family. If my son is not supported to have good posture then everything else fails – he can't stand in his standing frame if he's not in a good position, he can't sit in his wheelchair if he is not comfortable. He can't have a good quality of life."

Changing Our Lives, 2018

Changing Our Lives have worked in coproduction with family carers and experts in the field of postural care to produce the draft passport. The passport is accompanied by a series of short films created by Sarah Clayton (Simple Stuff Works) and Sharon Sutherland (www.posturedmobility.com) which will help families to consider what to include in the postural care sections of the passport.

At the time of writing the passport is being piloted by families at a local special school in Staffordshire. Their input and expertise will shape the final passport.

The long term aim is that the passport will be freely available via our website and will result in outcomes for those with communication and postural care needs across the country. We aim to establish a network of family carers who will champion the passport through their networks.

Hospital to Home

Over 20 years since the Human Rights Act became law in the UK and nearly 10 years since the shocking human rights violations at Winterbourne View hit the headlines, pledges to make sure that people with a learning disability and autistic people were no longer locked away in inpatient units have not materialised. Alarming there are still around 2000 people with a learning disability and autistic people currently stuck in inpatient units being denied a life in the community. Changing Our Lives has a strong and proud history of working with people who find themselves stripped of the most basic human rights, often those people with a learning disability and/or autistic people in inpatient units.

Our work is shaped by a recognition that people themselves are in the best position to know what works for them. So, in 2020 we published 'From Hospital to Home' a collection of stories that describes three people's unique journey from inpatient units to ordinary lives in the community. The stories honour the courage of each person and celebrate their achievements. They highlight the essence of what has helped them along the way and show what is possible when people are put centre stage of their own lives. Their real experiences show first hand that no one is too disabled or too affected by mental health problems to live an ordinary life.

Since publishing the stories, one person from the book has gone on to move out of his flat in a shared building, to his new home with a new provider where he will be taking on even more independence and control over his own life. Another person from the book is working with Changing Our Lives on research that aims to identify and challenge the barriers that other autistic people and people with learning disabilities face on their journeys from hospital to home.

CHANGING OUR LIVES

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2021

Coproduction leading to paid work

Changing Our Lives is committed to ensuring that disabled people are paid for the co-produced work they carry out across the organisation. In 2020 to 2021 we paid 15 disabled people for a range of work including being part of the State of Sandwell advisory group, playing leading roles in the Quality of Life programme, producing an awareness raising film around autism and being part of a reference group for a joint project with the University of Birmingham looking at why people with learning disabilities and autistic people find themselves stuck in locked hospitals.

Some of these individuals are Associates of the organisation and some are individuals who may work with us on a one-off basis but nevertheless contribute their skills and expertise.

We also paid family members to work with us on the development of the digital postural care passport as their 24/7 commitment to facilitating postural care for their sons and daughters put them in a unique position to shape and guide this work moving forwards.

Financial review

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 at least nine 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.

The Trustees has assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

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 were:

J Baker
R Harding
A Middleton
R Seabright

Trustees are appointed as necessary by the continuing trustees.

New trustees receive information and training on their responsibilities as trustees.

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

J Baker

Trustee

Dated: 7 December 2021

CHANGING OUR LIVES

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF CHANGING OUR LIVES

I report on the accounts of the charity for the year ended 31 March 2021, which are set out on pages 10 to 17.

Respective responsibilities of Trustees and examiner

The charity's Trustees, who are also the directors of Changing Our Lives for the purposes of company law, are responsible for the preparation of the accounts. The Trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed. The charity's gross income exceeded £250,000 and I am qualified to undertake the examination being a qualified member of ACCA.

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

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

Basis of independent examiner's report

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

Independent examiner's statement

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

- (a) which gives me reasonable cause to believe that in any material respect the requirements:
 - (i) to keep accounting records in accordance with section 386 of the Companies Act 2006; and
 - (ii) to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities;have not been met or
- (b) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Robert Chance FCCA
Neal and Co Business Services Limited

Shakespeare Buildings
26 Cradley Road
Cradley Heath
West Midlands
B64 6AG

Dated: 7 December 2021

CHANGING OUR LIVES

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2021

		Unrestricted funds	Designated funds	Restricted funds	Total	Total
	Notes	2021 £	2021 £	2021 £	2021 £	2020 £
<u>Income and endowments from:</u>						
Charitable activities						
Co-produced equal rights based projects	2	246,426	13,100	38,998	298,524	312,699
Investments	3	183	-	-	183	730
Other income	4	-	-	-	-	484
Total income		<u>246,609</u>	<u>13,100</u>	<u>38,998</u>	<u>298,707</u>	<u>313,913</u>
<u>Expenditure on:</u>						
Charitable activities	5	<u>276,426</u>	<u>13,033</u>	<u>38,748</u>	<u>328,207</u>	<u>283,273</u>
Net (outgoing)/incoming resources before transfers		(29,817)	67	250	(29,500)	30,640
Gross transfers between funds		<u>38,073</u>	<u>(13,585)</u>	<u>(24,488)</u>	<u>-</u>	<u>-</u>
Net income/(expenditure) for the year/ Net movement in funds		8,256	(13,518)	(24,238)	(29,500)	30,640
Fund balances at 1 April 2020		<u>289,276</u>	<u>15,647</u>	<u>25,623</u>	<u>330,546</u>	<u>299,907</u>
Fund balances at 31 March 2021		<u><u>297,532</u></u>	<u><u>2,129</u></u>	<u><u>1,385</u></u>	<u><u>301,046</u></u>	<u><u>330,547</u></u>

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.

CHANGING OUR LIVES

BALANCE SHEET

AS AT 31 MARCH 2021

	Notes	2021 £	£	2020 £	£
Fixed assets					
Tangible assets	8		11,215		10,837
Current assets					
Debtors	9	112,137		87,372	
Cash at bank and in hand		187,653		244,139	
		299,790		331,511	
Creditors: amounts falling due within one year	10	(9,959)		(11,801)	
Net current assets			289,831		319,710
Total assets less current liabilities			301,046		330,547
Income funds					
Restricted funds	11		1,385		25,623
Designated funds			2,129		15,648
Unrestricted funds			297,532		289,276
			301,046		330,547

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2021. The members have not required the company to obtain an audit. No member of the company has deposited a notice, pursuant to section 476, requiring an audit of these accounts.

The Trustees' acknowledge responsibilities for ensuring that the charity keeps accounting records which comply with section 386 of the Act and for preparing accounts which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its incoming resources and application of resources, including its income and expenditure, for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to accounts, so far as applicable to the company.

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

The accounts were approved by the Trustees on 7 December 2021

J Baker
Trustee

Company Registration No. 04404093

CHANGING OUR LIVES

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

1 Accounting policies

Charity information

Changing Our Lives is a private company limited by guarantee incorporated in England and Wales. The registered office is .

1.1 Accounting convention

The accounts 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)" (as amended for accounting periods commencing from 1 January 2016). The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

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

The accounts have been prepared under the historical cost convention, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the accounts, 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 accounts.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives unless the funds have been designated for other purposes.

Restricted funds are subject to specific conditions by donors as to how they may be used.

Designated funds represent monies set aside by the Trustees for particular projects.

1.4 Incoming resources

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.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Turnover is measured at the fair value of the consideration received or receivable and represents amounts receivable for goods and services provided in the normal course of business, net of discounts, VAT and other sales related taxes.

CHANGING OUR LIVES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

1 Accounting policies

(Continued)

1.5 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:

Fixtures and fittings	Depreciated over 4 years
Computers	Depreciated over 4 years

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 net income/(expenditure) for the year.

1.6 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

Intangible assets with indefinite useful lives and intangible assets not yet available for use are tested for impairment annually, and whenever there is an indication that the asset may be impaired.

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.8 Financial instruments

The following assets and liabilities are classified as financial instruments – trade debtors, trade creditors and bank loans.

Bank loans are initially measured at the present value of future payments, discounted at a market rate of interest, and subsequently at amortised costs using the effective interest method.

Trade debtors and trade creditors are measured at the undiscounted amount of cash or other consideration expected to be paid or received.

1.9 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.

1.10 Retirement benefits

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

CHANGING OUR LIVES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

2 Charitable activities

	2021 £	2020 £
Co-produced equal rights based projects	298,524	312,699
Analysis by fund		
Unrestricted funds	246,426	
Designated funds	13,100	
Restricted funds	38,998	
	298,524	
For the year ended 31 March 2020		
Unrestricted funds		215,011
Designated funds		50,700
Restricted funds		46,988
		312,699

3 Investments

	2021 £	2020 £
Interest receivable	183	730

4 Other income

	2021 £	2020 £
Net gain on disposal of tangible fixed assets	-	484

CHANGING OUR LIVES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

5 Charitable activities

	2021 £	2020 £
Staff costs	259,795	212,101
Co-produced equal rights based projects	68,412	71,172
	<u>328,207</u>	<u>283,273</u>
	<u>328,207</u>	<u>283,273</u>

6 Trustees

None of the Trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

7 Employees

Number of employees

The average monthly number employees during the year was:

	2021 Number	2020 Number
	9	9
	<u>9</u>	<u>9</u>

Employment costs

	2021 £	2020 £
Wages and salaries	222,136	186,823
Social security costs	16,714	21,258
Other pension costs	20,945	4,020
	<u>259,795</u>	<u>212,101</u>

CHANGING OUR LIVES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

8 Tangible fixed assets

	Fixtures and fittings £	Computers £	Total £
Cost			
At 1 April 2020	1,322	12,337	13,659
Additions	-	4,662	4,662
Disposals	(1,322)	-	(1,322)
At 31 March 2021	-	16,999	16,999
Depreciation and impairment			
At 1 April 2020	511	2,311	2,822
Depreciation charged in the year	-	3,473	3,473
Eliminated in respect of disposals	(511)	-	(511)
At 31 March 2021	-	5,784	5,784
Carrying amount			
At 31 March 2021	-	11,215	11,215
At 31 March 2020	811	10,026	10,837

9 Debtors

	2021 £	2020 £
Amounts falling due within one year:		
Accrued income	108,602	82,727
Prepayments	3,535	4,645
	112,137	87,372

10 Creditors: amounts falling due within one year

	2021 £	2020 £
Other taxation and social security	6,025	5,581
Other creditors	1,189	2,509
Accruals and deferred income	2,745	3,711
	9,959	11,801

CHANGING OUR LIVES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

11 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			
	Balance at 1 April 2020	Incoming resources	Resources expended	Transfers
	£	£	£	£
Halley Stewart	-	14,588	(15,663)	1,075
Safe Places	9,837	-	-	(9,837)
Sandwell 2020 Vision	-	4,800	(4,860)	60
SMBC Co-Production Development Project	6,391	-	-	(6,391)
SCVO Grant	-	19,610	(18,225)	-
Co-op Loneliness	9,395	-	-	(9,395)
	<u>25,623</u>	<u>38,998</u>	<u>(38,748)</u>	<u>(24,488)</u>
				<u>1,385</u>

12 Analysis of net assets between funds

	Unrestricted £	Designated £	Restricted £	Total £
Fund balances at 31 March 2021 are represented by:				
Tangible assets	11,215	-	-	11,215
Current assets/(liabilities)	286,317	2,129	1,385	289,831
	<u>297,532</u>	<u>2,129</u>	<u>1,385</u>	<u>301,046</u>