

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

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

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# CHANGING OUR LIVES LTD

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# CHANGING OUR LIVES LTD

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

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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

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### 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

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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

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### 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

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### 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

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### *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*

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### **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

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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

	Notes	Unrestricted funds 2024 £	Total 2023 £
<b>Income from:</b>			
<u>Charitable activities</u>			
Co-produced equal rights based projects	2	334,692	317,339
Investments	3	4,355	1,783
<b>Total income</b>		339,047	319,122
<b>Expenditure on:</b>			
<u>Charitable activities</u>			
	4	325,087	327,712
<b>Net income/(expenditure) for the year/ Net movement in funds</b>		13,960	(8,590)
Fund balances at 1 April 2023		307,243	315,833
<b>Fund balances at 31 March 2024</b>		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 £	£
<b>Fixed assets</b>					
Tangible assets	7		6,136		7,197
<b>Current assets</b>					
Debtors	8	43,497		49,138	
Cash at bank and in hand		299,222		373,305	
		342,719		422,443	
<b>Creditors: amounts falling due within one year</b>	9	(27,652)		(122,397)	
Net current assets			315,067		300,046
<b>Total assets less current liabilities</b>			321,203		307,243
<b>Income funds</b>					
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

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#### 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**

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### **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	
<b>For the year ended 31 March 2023</b>		
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
<b>Analysis by fund</b>		
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 £
<b>Cost</b>	
At 1 April 2023	21,885
Additions	2,398
At 31 March 2024	24,283
<b>Depreciation and impairment</b>	
At 1 April 2023	14,688
Depreciation charged in the year	3,459
At 31 March 2024	18,147
<b>Carrying amount</b>	
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 £
<b>Amounts falling due within one year:</b>		
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>