

# INCLUSION INTERNATIONAL

England & Wales · Charity number 1106715

## Details

**Status** Registered

**Legal form** Charitable company

**Company number** [05072000](#)

**Registered** 2004-11-11

**Register** [View on the Charity Commission register](#)

## Contact

**Address** 20 Garrett Street  
London  
EC1Y 0TW

**Phone** 02082237709

**Email** [info@inclusion-international.org](mailto:info@inclusion-international.org)

**Website** [www.inclusion-international.org](http://www.inclusion-international.org)

## Activities

**Objects:** TO ADVANCE THE RELIEF OF PERSONS WITH INTELLECTUAL DISABILITY, WITHOUT REGARD TO NATIONALITY, RACE OR CREED, BY SECURING ON THEIR BEHALF FROM ALL POSSIBLE SOURCES, THE PROVISION OF RESIDENTIAL, EDUCATIONAL TRAINING, EMPLOYMENT AND SUPPORT SERVICES.

**Activities:** Member Support .Knowledge Sharing, promote the exchange of experiences, resources and practices.Research & Monitoring - in each of the CRPD priority areas.Partnership Building ? develop a thriving and diverse network of families, researchers, civil society organizations, governments and international institutions on disability and inclusion.Policy Development and Engagement

## Classification

- **How:** Provides Human Resources, Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body
- **What:** Disability, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** People With Disabilities

## Geography

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- **Area of benefit:** WORLDWIDE.

- Albania
- Argentina
- Australia
- Austria
- Bahrain
- Belarus
- Belgium
- Belize
- Bolivia
- Brazil
- Bulgaria
- Burkina Faso
- Canada
- Chile
- China
- Colombia
- Costa Rica
- Croatia
- Cuba
- Cyprus
- Czech Republic
- Denmark
- Ecuador
- Egypt
- El Salvador
- Eswatini
- Ethiopia
- Faroe Islands
- Finland
- Germany
- Ghana
- Greece
- Haiti

- Honduras
- Hong Kong
- Hungary
- Iceland
- India
- Ireland
- Israel
- Italy
- Jamaica
- Japan
- Jordan
- Kenya
- Kuwait
- Lebanon
- Lesotho
- Lithuania
- Luxembourg
- Malawi
- Malaysia
- Mauritius
- Mexico
- Moldova
- Namibia
- New Zealand
- Nicaragua
- Northern Ireland
- Norway
- Pakistan
- Panama
- Paraguay
- Peru
- Poland
- Portugal
- Qatar
- Romania

- Russia
- Saudi Arabia
- Scotland
- Singapore
- Slovakia
- Slovenia
- South Africa
- South Korea
- Spain
- Sweden
- Switzerland
- Taiwan
- Tanzania
- Tunisia
- Uganda
- United Arab Emirates
- United States
- Zambia
- Zimbabwe
- City Of London

## Finances

| Period end | Income     | Expenditure | Assets   | Employees |
|------------|------------|-------------|----------|-----------|
| 2025-12-31 | £948,860   | £914,846    | £703,771 | 5         |
| 2024-12-31 | £1,160,036 | £1,070,032  | £737,191 | 5         |
| 2023-12-31 | £814,992   | £824,421    | £685,221 | 4         |
| 2022-12-31 | £970,386   | £1,016,211  | £663,777 | 5         |
| 2021-12-31 | £1,018,494 | £801,607    | £671,508 | 7         |

# Trustees

| Name                            | Role  | Appointed  |
|---------------------------------|-------|------------|
| Sue Swenson                     | Chair | 2016-10-26 |
| ANTHONY RICHARD BENNETT         |       | 2024-06-01 |
| Jyrki Pinomaa                   |       | 2021-03-24 |
| Lloyd Malcolm Lewis             |       | 2023-03-31 |
| Luis Gabriel Villarreal Peralta |       | 2024-02-02 |
| Nagase Osamu                    |       | 2019-04-29 |

**INCLUSION INTERNATIONAL**

England & Wales - Charity number 1106715

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# Accounts

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Registered number: 05072000  
Charity number: 1106715

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**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**

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**TRUSTEES' REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2025**

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**INCLUSION INTERNATIONAL**  
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The following pages do not form part of the statutory financial statements:

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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS**  
**FOR THE YEAR ENDED 31 DECEMBER 2025**

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**Trustees**                      A R Bennett  
                                         L G Villarreal Peralta  
                                         L Lewis  
                                         N Osamu  
                                         J Pinomaa  
                                         S Swenson

**Company registered**  
**number**                      05072000

**Charity registered**  
**number**                      1106715

**Registered office**                      The Foundry  
                                         17 Oval Way  
                                         London  
                                         SE11 5RR

**Executive Director**                      Mr J A Cooke

**Independent auditors**                      PEM Audit Limited  
                                         Registered Auditor  
                                         Salisbury House  
                                         Station Road  
                                         Cambridge  
                                         CB1 2LA

**Bankers**                      NatWest Bank PLC  
                                         Hornchurch  
                                         Essex  
                                         RM12 4DF

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**INCLUSION INTERNATIONAL**  
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**TRUSTEES' REPORT**  
**FOR THE YEAR ENDED 31 DECEMBER 2025**

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**About this report**

The trustees (who are also Directors of the company for the purposes of the Companies Act) present their annual report, together with the audited financial statements of Inclusion International (the company) for the year ended 31 December 2025.

The trustees confirm that the annual report and financial statements of the company comply with: the current statutory requirements

- the requirements of the company's governing document
- the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (second edition – October 2019, effective 1 January 2019). Since the company qualifies as small under section 383, the strategic report required of medium and large companies under The Companies Act 2006 (Strategic Report and Director's Report) Regulations 2013 is not required.

**Objectives and Activities**

In setting objectives and planning the activities of Inclusion International, the trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit.

The charity's objectives are: "To advance the inclusion of persons with intellectual disability without regard to nationality, race or beliefs, by securing on their behalf from all possible sources the provision of residential, educational training, employment and support services".

To deliver its objectives, Inclusion International's strategy falls broadly into 3 themes:

Global Advocacy

- To provide a strong and representative voice of self-advocates and families at the UN and other global forums.
- Influencing global processes and ensuring efforts are responsive to the needs of families and self-advocates.
- Working with partners in the cross-disability and other human rights networks.

Connecting Members

- Support and develop regional networks.
- Create platforms (conferences/events/online and social media) for shared learning on priority issues.
- Mobilise network members on shared priority issues.
- Create spaces for shared learning and cooperation.

Projects and Programmes

- Support family and self-advocacy organisations to develop advocacy skills and strategies.
- Programme development to support country-led initiatives informed by global knowledge.
- To develop resources and tools for advocacy and communications.
- Lead projects which demonstrate good practice.

**Global Advocacy**

In 2025, Inclusion International influenced global disability policy by amplifying the voices of people with intellectual disabilities and their families within key international processes. At the United Nations Conference of States Parties (COSP18), the organisation delivered clear advocacy messages, supported civil society participation through easy-to-read resources, and advanced rights-based positions on voting and sexual and reproductive health in collaboration with Women Enabled International.

At the Global Disability Summit in Berlin, Inclusion International demonstrated meaningful participation by

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 DECEMBER 2025**

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supporting self-advocates to co-produce the Big Issues in Our Lives guides and an accessible summary of the Global Disability Inclusion Report, ensuring that global policy discussions were informed by lived experience.

Through engagement with members via the World Congress, Care and Support work supported by the SAGE Fund, and United Nations submissions, the organisation strengthened its advocacy on care and support, highlighting the essential role of families, particularly women carers, in rights-based care systems.

### **Connecting Members**

The key event of 2025 was Inclusion International's World Congress, held in Sharjah, UAE, in September. This marked the organisation's 18th World Congress and its first in-person World Congress and General Assembly since 2018.

The Congress brought together over 600 participants from 74 countries to connect, learn, and shape the future of the movement. It was Inclusion International's first World Congress held in the Middle East and North Africa region, hosted in partnership with Sharjah City for Humanitarian Services, whose leadership and hospitality contributed significantly to the success of the event.

Alongside the World Congress, the organisation held the Global Self-Advocacy Summit, the Family Summit, and an Extraordinary General Assembly. These were the first in-person global meetings of the network in seven years and reinforced the central role of self-advocates and families in guiding Inclusion International's work.

### **Projects and Programmes**

- **Education in Emergencies:** Inclusion International developed and piloted a new learning tool, Unlocking Inclusive Education in Emergencies, to support humanitarian actors to include children with disabilities in crisis responses.

- **Care and Deinstitutionalisation:** Working with Humanity & Inclusion, the charity completed a three-year project in Jordan focused on deinstitutionalisation. Through the Empower Us programme, institutionalised women were supported to build confidence and voice, while family leaders and community organisations were strengthened to promote community-based living.

- **Political Participation:** A project delivered with Sightsavers in Cameroon promoted recognition of people with intellectual disabilities as active citizens, including the development of accessible resources on participation in elections and local decision-making.

- **Inclusive Care and Support:** From January 2025, Inclusion International began a programme funded by the SAGE Fund, working with people with intellectual disabilities and their families to advocate for more inclusive and rights-based care and support systems.

### **Inclusion International's Programme Structures work in the following key areas:**

- **Families Taking Action for Inclusion:** This programme unites families who share common values of inclusion and supports Inclusion International members in their work with families.

- **Catalyst for Inclusive Education:** This programme is designed to assist our members with initiatives to build on larger education reform efforts, as well as to support the development of leaders to effectively introduce inclusive education.

- **Empower Us:** This is Inclusion International's self-advocacy programme to support our members to develop self-advocate leadership. It is led by people with intellectual disabilities who are self-advocates. Through Empower Us, Inclusion International members are supported to grow their self-advocacy work through training for self-advocates and supporters, resources, mentorship, and other strategies based on the needs of the

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 DECEMBER 2025**

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member organization.

### **Volunteers**

In addition to our small and dedicated staff team we would not be able to deliver our strategy without the passion, enthusiasm and hard work of our volunteers.

There are different ways that volunteers contribute to our work, for example by:

- Serving as Officers (Trustees) or as a member of our Council
- Acting as a subject matter expert supporting our global advocacy work or programme work

The Trustees would like to thank all our volunteers, without whose efforts Inclusion International would have a significantly diminished global voice.

### **Governance**

In the last year the Trustees have continued to ensure that our Governance arrangements are fit for purpose, using the principles in the Charity Commission code to drive the way we operate.

There were no changes to the Officers of Inclusion International in 2025.

### **Fundraising**

Inclusion International does not raise funds in the traditional way for UK based charities, our income comes from our members, donations or project grants. Whilst the Trustees are aware of and support the requirements on charities, much of the guidance and regulation in this area does not apply to our activity.

### **Financial Review**

Our income level in 2025 was generally strong. We received an organisational support grant from the Wellspring Foundation, project grants from Education Cannot Wait and Humanity & Inclusion, as well as donations from the Disability Opportunity Fund and Arc Thrift Colorado, among others. We also generated income through registration fees for our World Congress.

Although we experienced the loss of agreed US-based funding at the start of the year, careful planning and the ability to recover this shortfall through other grant income meant there was no significant impact on overall income levels. However, it did affect some activities that were planned for the year.

In 2025 we had three main sources of income, these were:

- **Membership:** Our members continued to support our work through the payment of fees (\$91,562) and Inclusion Fund voluntary contributions (\$33,203).
- **Grant Income:** Income from grants remained strong – we have received a total of \$912,196 in income from grants.
- **Donations:** We received a total of \$111,355 in donations. This was above expectations.
- **Registration fees:** A total of \$121,995 was received in registration fees to support the costs of hosting the World Congress in Sharjah.

The trustees would like to thank our members and funders for their support, without which we could not have delivered the successes we achieved in 2025.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 DECEMBER 2025**

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**Some key points to note:**

- There was a surplus in 2025 of \$20,630. This is a good result for the year and above expectations.
- The trustees are very aware that Inclusion International relies on our members and grant funders to undertake the charity's work. Along with our staff team, we are working with them to try and reduce the risk of low income.
- As we work globally, our income is affected by changes in exchange rates. Where possible, we look to reduce this risk. Our policy is to hold most of our reserves (money we have in the bank) in US dollars.

**Reserves Policy**

The Designated Reserves are amounts of money set aside in one year's accounts, which can be spent in later years. In 2025 the Officers decided to spend some of our reserves as follows:

- **Global Events Fund:** Costs related to bringing staff and Council members to the World Congress, and to holding an in-person General Assembly, in-person Council meeting, and Officers' meeting.

The table below shows the total amount of money in each of our designated reserves at the end of 2024 and at the end of 2025.

| Designated Reserves              | 31/12/2024     | 31/12/2025     |
|----------------------------------|----------------|----------------|
| Equipment and Website            | 3,773          | 3,773          |
| Global Events                    | 63,142         | 9,590          |
| Development Fund                 | 89,274         | 164,930        |
| <b>Total Designated Reserves</b> | <b>156,189</b> | <b>178,293</b> |

The table below shows the total amount of money in our reserves at the end of 2024 and 2025.

| Total Funds Available | 31/12/2024     | 31/12/2025     |
|-----------------------|----------------|----------------|
| Restricted Reserves   | 616,320        | 614,651        |
| Designated Reserves   | 156,189        | 178,293        |
| Unrestricted Reserves | 153,936        | 154,131        |
| <b>Total Reserves</b> | <b>926,445</b> | <b>947,075</b> |

Our policy has been to hold at least \$150,000 of unrestricted reserves – enough money to cover more than 6 months of non-programme expenditure. We have achieved this target. Going forward, the trustees will review whether this target is adequate again later in 2026.

**Looking Ahead**

We have taken a cautious approach in our financial planning. While most of our current grants will come to an end in 2026, we remain optimistic about securing new funding during the year. The Trustees review income prospects on a regular basis and adjust spending plans accordingly. Our detailed financial plan for 2026 reflects agreed funding arrangements alongside a prudent pipeline of potential future funding. We are also taking steps to reduce expenditure, including moving to a virtual office to lower fixed costs and implementing a travel freeze on travel that is not externally funded or considered strategically essential.

The Trustees believe that Inclusion International will remain a “going concern” over the next year, meaning that the organisation will have sufficient funds to continue operating during this period.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 DECEMBER 2025**

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**Structure, Governance and Management**

**Constitution**

Inclusion International is registered as a charitable company limited by guarantee and was set up by a memorandum of association on 12 March 2004. The Council of Inclusion International approved updated articles of association on 1 December 2011 and 25 September 2014. In 2016, the Council was entrusted to update the constitution to reflect the changes to our membership rules. These changes were approved on 30 March 2017. In 2023 the Council voted to make changes to the constitution regarding the election and role of the Vice President. The company is a registered charity, number 1106715.

Membership of Inclusion International is as follows:

- **Companies Act Members** (as defined by the Companies Act): are the Council of Inclusion International for the period they hold office.

- **Regions:** are based on the continents of the world and boundaries defined from time-to-time by the Council. The Council may, in exceptional circumstances, establish regions based on published criteria. The regions will make their own membership arrangements and, where there is no functioning region, the secretariat will coordinate the full members in that region for membership purposes.

- **Full Members:** family or self-advocacy based organisations, recognised as a national organisation or as an organisation responsible for bringing a country-level voice of families of persons with intellectual disabilities and/or self-advocates. To qualify, full members must:

- accept and support the 'Statement of Unity'
- agree to meet all obligations of full membership, including the payments of such subscriptions as are determined by the Council
- participate in the affairs of the charity as a responsible voting member. Full members have voting rights at the General Assembly of Inclusion International. Where there is more than one full member in a country, those full members will agree how to share the vote and, in the absence of such agreement, equal fractional votes will be assigned to the constituent organisations.??

- **Affiliate Members:** organisations with an interest in the affairs of persons with intellectual disabilities, or a self-advocacy or family organisation which, in either case, accepts and supports the 'Statement of Unity', but which does not meet all the requirements for full membership. Affiliated members have no voting rights at the General Assembly of Inclusion International.

- **Individual Members:** individuals who accept and support the 'Statement of Unity' and may be admitted as individual members without a vote. An individual member has the right to attend all meetings of the assembly.

**Trustees and Organisational Structure**

The following trustees served during the year 2025:

- Sue Swenson, President
- Nagase Osamu, Secretary General
- Lloyd Lewis, Treasurer
- Luis Gabriel Villarreal Peralta, Vice President
- Jyrki Pinomaa, Co-opted Officer
- Richard Bennett, Co-opted Officer

The current trustees are all experienced trustees of other organisations. The trustees are elected by the General Assembly of member organisations or appointed by the trustees.

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**INCLUSION INTERNATIONAL**  
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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 DECEMBER 2025**

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The trustees met regularly online throughout 2025 to monitor our finances and work programme. They also held an in person meeting in September 2025. Between meetings, other business is conducted by email.

Our global Council is elected by our members based on our five regions. Each region has two representatives, one of which is a self-advocate with an intellectual disability. The Council is a major link between our members and Inclusion International which ensures the mission, strategy and work of the charity is directly influenced by our members. The Council (whose members are the constitutional members of the organisation) held two in person Council meetings in September 2025.

Inclusion International works collaboratively with member organisations and with worldwide organisations like the United Nations, the World Bank and national development agencies which fund Inclusion International to undertake projects to further their work and influence.

The Trustees delegate the day-to-day management of the charity to the Executive Director. In 2025, the charity's long-serving Executive Director, Connie Laurin-Bowie, resigned from her post to take up a similar role in another organisation. Following a recruitment process, Jamie Cooke was appointed as Executive Director and commenced in the role in August 2025. He brings a wide range of relevant experience to the position. The Trustees oversaw the transition to ensure effective handover arrangements and continuity of leadership during this period.

In setting salaries for staff, the trustees consider a number of different factors including:

- the needs of its beneficiaries and members
- funding available for the role if externally funded
- the overall financial position of the organisation
- the location of the role and the employment laws and employment market conditions in the country where the role is based
- the need to attract the appropriate skills required to manage Inclusion International in a way that achieves its vision, mission and agreed strategy.

### **Risk Management**

The trustees regularly review the risks facing Inclusion International. The last review was carried out in January 2026 and identifies the following main risks:

- Ensuring adequate income to continue our programme of work. We continue to seek new sources of funds and have a good track record in obtaining grant income. The Trustees are aware of the over reliance on a few large donors. The Trustees think that we need to:
  - Act to secure more funding to cover core costs
  - Ensure our core costs are spent in the best way to deliver our strategy.
- Loss of income from membership fees. Financial pressures on member organisations continue to be a risk to the level of fees and donations they have been prepared to make. The Trustees are either directly, or in conjunction with the Council and the Regions, staying in regular contact with our members.
- Loss of agreed US aid funding in January 2025 highlighted the risk associated with reliance on restricted project income. The Trustees are reviewing opportunities to diversify income streams and increase the level of unrestricted income available to the charity.

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**INCLUSION INTERNATIONAL**  
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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 DECEMBER 2025**

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- Reputational damage to the name of Inclusion International which could negatively impact our current and future income – we keep a close dialogue with current and future donors and partners. A specific risk was added for 2024 to monitor developments with the International Disability Alliance and provide regular updates throughout the year. The Trustees think this situation has become more stable in 2025.
- Foreign exchange risk (our accounts are published in US dollars which is the currency of most of our income) – we will continue to monitor carefully and take such action as is sensible.
- Concerns about security and conflicts in some countries. In addition to the negative impact for our member organisations and people with disabilities in these countries, we know all too well that people with disabilities are proportionally worse off in conflict situations, it could further lead to loss of core income for us.
- Reliance on a very small and dedicated team of staff and volunteers to deliver our programme of work – we need to take action to ensure this risk is reduced as much as possible.
- Ensuring the safeguarding of our staff, volunteers, partners and beneficiaries as our work develops – we must have appropriate policies and procedures in place.
- Cash flow risk. The timing of grant income receipts can create short-term cash flow pressures. This risk is mitigated by securing project funding paid in advance where possible, close monitoring of cash flow by the Treasurer and Secretariat, maintaining operations at a modest surplus, and building up unrestricted reserves.

**The Board regularly reviews the mitigation against these risks.**

**World Congress in Sharjah Risk Matrix**

In addition to the charity's standard risk relating to the failure of a major event or programme due to natural or political disruption, a specific risk matrix was developed for the World Congress in Sharjah and approved by the Officers in April 2025. This matrix focused on specific for this event risks and was monitored and regularly updated throughout the planning and delivery of the World Congress.

**Plans For the Future**

To remain a strong and resilient organisation, Inclusion International will continue in 2026 to strengthen the systems and processes that support collaboration across its global network. This includes enabling members to more effectively share resources, learning, and advocacy strategies aligned with the organisation's mission.

A key development in 2026 will be the launch of a new online learning platform for members, designed to support capacity building, peer learning, and the exchange of practical tools across regions. This platform will help strengthen collective impact while making more efficient use of organisational resources.

**Trustees' Responsibilities Statement**

The Trustees (who are also Directors of Inclusion International for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements, in accordance with applicable law and UK accounting standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law, the Trustees must not approve the financial statements unless they are satisfied they give a true and fair view of the state of affairs of the charitable company and the group, and of the incoming resources and application of resources, including the income and expenditure of the charitable group for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 DECEMBER 2025**

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- observe the methods and principles in the charities SORP
- make judgments and accounting estimates that are reasonable and prudent
- prepare the financial statements on the going concern basis, unless it is inappropriate to presume that the charitable group will continue in operation.

The Trustees are responsible for keeping adequate accounting records which are:

- sufficient to show and explain the charitable company and the group's transactions
- disclose with reasonable accuracy at any time the financial position of the charitable group
- enable them to ensure that the financial statements comply with the Companies Act 2006.

They are also responsible for safeguarding the assets of the charitable company and the group, and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

**Disclosure of information to auditors**

Each of the persons who are trustees at the time when this trustees' report is approved has confirmed that:

- so far as that trustee is aware, there is no relevant audit information of which the charitable group's auditors are unaware, and
- that trustee has taken all the steps that ought to have been taken as a trustee in order to be aware of any relevant audit information, and to establish that the charitable group's auditors are aware of that information.

**Auditors**

Our auditor Peters Elworthy and Moore transferred their audit registration and therefore that part of their business to a newly incorporated limited company, PEM Audit Limited, on 1 September 2025. Accordingly, Peters Elworthy and Moore ceased to be the charitable group's auditor with the Trustees duly appointing PEM Audit Limited to fill the vacancy arising.

The auditor, PEM Audit Limited, have expressed their willingness to continue in office as auditor and a resolution to reappoint them will be proposed.

Approved by order of the members of the board of Trustees and signed on their behalf by:



**Lloyd Lewis**  
Trustee  
Date: 21 April 2026

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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF INCLUSION INTERNATIONAL**

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**OPINION**

We have audited the financial statements of Inclusion International (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 December 2025 which comprise the Consolidated Statement of Financial Activities, the Consolidated Balance Sheet, the Charity Balance Sheet, the Consolidated Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the Group's and of the parent charitable company's affairs as at 31 December 2025 and of the Group's incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

**BASIS FOR OPINION**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the Group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

**CONCLUSIONS RELATING TO GOING CONCERN**

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Group's or the parent charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

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**INCLUSION INTERNATIONAL**  
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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF INCLUSION INTERNATIONAL**  
**(CONTINUED)**

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**OTHER INFORMATION**

The other information comprises the information included in the Annual Report other than the financial statements and our Auditors' Report thereon. The Trustees are responsible for the other information contained within the Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

**OPINION ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Report, which includes the Directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Directors' Report within the Trustees' Report has been prepared in accordance with applicable legal requirements.

**MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION**

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- the parent charitable company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- The Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' Report and from the requirement to prepare a Strategic Report.

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**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF INCLUSION INTERNATIONAL**  
**(CONTINUED)**

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**RESPONSIBILITIES OF TRUSTEES**

As explained more fully in the Trustees' Responsibilities Statement, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the Group's and the parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the Group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

**AUDITORS' RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS**

We have been appointed as auditor under section 151 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' Report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the charitable company through discussions with trustees and other management, and from our knowledge and experience of the charity sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charitable company, including the Companies Act 2006, Charities Act 2011 and taxation legislation;
- in addition, we considered provisions of other laws and regulations which do not have a direct effect on the financial statements but compliance with which might be fundamental to the company's ability to operate or to avoid material penalties;
- we made enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud;
- laws and regulations identified were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

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**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF INCLUSION INTERNATIONAL**  
**(CONTINUED)**

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As a result of the above risk assessment procedures we identified the greatest risk of material misstatement on the financial statements arising from irregularities and fraud to be within the potential for management to override controls together with the risk of fraudulent revenue recognition. We considered the risk of fraudulent revenue recognition to be most prevalent in the cut-off of revenue. In response to these identified risks, we designed procedures which included, but were not limited to:

- performed audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business;
- we evaluated the assumptions and judgements used by management within significant accounting estimates and assessed whether these indicated evidence of management bias
- we used Audit Data Analytics to review the client data for unusual trends/anomalies;
- performed substantive testing for a sample of transactions from grant records to supporting documentation and receipts to ensure that all income was appropriately recognised in the correct period and any restrictions appropriately recognised. (completeness of income); and
- performed substantive testing for a sample of transactions from grant applications to approval records and subsequent payment to ensure that all liabilities were recognised in the correct period and the correct recipient paid (completeness of liabilities/ pay the wrong person).

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims; and
- reviewing correspondence with relevant regulators such as the Charity Commission.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Auditors' Report.

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**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF INCLUSION INTERNATIONAL**  
**(CONTINUED)**

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**USE OF OUR REPORT**

This report is made solely to the charitable company's members, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditors' Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

**Kelly Bretherick (Senior Statutory Auditor)**

**for and on behalf of**

**PEM Audit Limited**

Registered Auditor

Salisbury House

Station Road

Cambridge

CB1 2LA

Date: 21 April 2026

PEM Audit Limited are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

**INCLUSION INTERNATIONAL**  
(A Company Limited by Guarantee)

**CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND  
EXPENDITURE ACCOUNT)  
FOR THE YEAR ENDED 31 DECEMBER 2025**

|                                                                     |           | Unrestricted<br>general<br>funds<br>2025 | Unrestricted<br>designated<br>funds<br>2025 | Restricted<br>funds<br>2025 | Total funds<br>2025 | Total funds<br>2024 |
|---------------------------------------------------------------------|-----------|------------------------------------------|---------------------------------------------|-----------------------------|---------------------|---------------------|
|                                                                     | Note      | \$                                       | \$                                          | \$                          | \$                  | \$                  |
| <b>INCOME FROM:</b>                                                 |           |                                          |                                             |                             |                     |                     |
| Donations                                                           | 2         | 125,078                                  | 111,042                                     | -                           | 236,120             | 172,514             |
| Charitable activities                                               | 3,4       | -                                        | -                                           | 912,196                     | 912,196             | 1,245,514           |
| Investment                                                          | 5         | 834                                      | -                                           | -                           | 834                 | 1,096               |
| Other income                                                        | 6         | -                                        | -                                           | 127,744                     | 127,744             | 38,720              |
| <b>TOTAL INCOME</b>                                                 |           | <b>125,912</b>                           | <b>111,042</b>                              | <b>1,039,940</b>            | <b>1,276,894</b>    | <b>1,457,844</b>    |
| <b>EXPENDITURE ON:</b>                                              |           |                                          |                                             |                             |                     |                     |
| Charitable activities                                               | 7,8       | 88,724                                   | 100,788                                     | 1,041,609                   | 1,231,121           | 1,344,734           |
| <b>TOTAL EXPENDITURE</b>                                            |           | <b>88,724</b>                            | <b>100,788</b>                              | <b>1,041,609</b>            | <b>1,231,121</b>    | <b>1,344,734</b>    |
| <b>NET<br/>INCOME/(EXPENDITURE)</b>                                 |           | <b>37,188</b>                            | <b>10,254</b>                               | <b>(1,669)</b>              | <b>45,773</b>       | <b>113,110</b>      |
| Transfers between funds                                             | 14        | (11,850)                                 | 11,850                                      | -                           | -                   | -                   |
| <b>NET MOVEMENT IN FUNDS<br/>BEFORE OTHER<br/>RECOGNISED LOSSES</b> |           | <b>25,338</b>                            | <b>22,104</b>                               | <b>(1,669)</b>              | <b>45,773</b>       | <b>113,110</b>      |
| <b>OTHER RECOGNISED<br/>LOSSES:</b>                                 |           |                                          |                                             |                             |                     |                     |
| Other gains/(losses)                                                | 14        | (25,143)                                 | -                                           | -                           | (25,143)            | (13,228)            |
| <b>NET MOVEMENT IN FUNDS</b>                                        |           | <b>195</b>                               | <b>22,104</b>                               | <b>(1,669)</b>              | <b>20,630</b>       | <b>99,882</b>       |
| <b>RECONCILIATION OF<br/>FUNDS:</b>                                 |           |                                          |                                             |                             |                     |                     |
| Total funds brought forward                                         | 14        | 153,936                                  | 156,189                                     | 616,320                     | 926,445             | 826,563             |
| Net movement in funds                                               | 14        | 195                                      | 22,104                                      | (1,669)                     | 20,630              | 99,882              |
| <b>TOTAL FUNDS CARRIED<br/>FORWARD</b>                              | <b>14</b> | <b>154,131</b>                           | <b>178,293</b>                              | <b>614,651</b>              | <b>947,075</b>      | <b>926,445</b>      |

The notes on pages 20 to 39 form part of these financial statements.

**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**  
**REGISTERED NUMBER: 05072000**

**CONSOLIDATED BALANCE SHEET**  
**AS AT 31 DECEMBER 2025**

|                                                | Note | 2025<br>\$            | 2024<br>\$       |
|------------------------------------------------|------|-----------------------|------------------|
| <b>CURRENT ASSETS</b>                          |      |                       |                  |
| Debtors                                        | 12   | <b>34,955</b>         | 235,647          |
| Cash at bank and in hand                       |      | <b>951,719</b>        | 802,642          |
|                                                |      | <u><b>986,674</b></u> | <u>1,038,289</u> |
| <b>CURRENT LIABILITIES</b>                     |      |                       |                  |
| Creditors: amounts falling due within one year | 13   | <b>(39,599)</b>       | (111,844)        |
|                                                |      | <u><b>947,075</b></u> | <u>926,445</u>   |
| <b>NET CURRENT ASSETS</b>                      |      | <u><b>947,075</b></u> | <u>926,445</u>   |
| <b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>   |      | <u><b>947,075</b></u> | <u>926,445</u>   |
| <b>TOTAL NET ASSETS</b>                        |      | <u><b>947,075</b></u> | <u>926,445</u>   |
| <b>CHARITY FUNDS</b>                           |      |                       |                  |
| Restricted funds                               | 14   | <b>614,651</b>        | 616,320          |
| Unrestricted funds                             |      |                       |                  |
| Designated funds                               | 14   | <b>178,293</b>        | 156,189          |
| General funds                                  | 14   | <b>154,131</b>        | 153,936          |
| Total unrestricted funds                       | 14   | <u><b>332,424</b></u> | <u>310,125</u>   |
| <b>TOTAL FUNDS</b>                             |      | <u><b>947,075</b></u> | <u>926,445</u>   |

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

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

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

*Lloyd Lewis*

**Lloyd Lewis**

Trustee

Date: 21 April 2026

The notes on pages 20 to 39 form part of these financial statements.

**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**  
**REGISTERED NUMBER: 05072000**

**CHARITY BALANCE SHEET**  
**AS AT 31 DECEMBER 2025**

|                                                | Note | 2025<br>\$     | 2024<br>\$       |
|------------------------------------------------|------|----------------|------------------|
| <b>FIXED ASSETS</b>                            |      |                |                  |
| Investments                                    | 11   | 1              | 1                |
|                                                |      | <u>1</u>       | <u>1</u>         |
| <b>CURRENT ASSETS</b>                          |      |                |                  |
| Debtors                                        | 12   | 35,122         | 234,849          |
| Cash at bank and in hand                       |      | 949,513        | 798,762          |
|                                                |      | <u>984,635</u> | <u>1,033,611</u> |
| <b>CURRENT LIABILITIES</b>                     |      |                |                  |
| Creditors: amounts falling due within one year | 13   | (39,599)       | (109,171)        |
|                                                |      | <u>945,036</u> | <u>924,440</u>   |
| <b>NET CURRENT ASSETS</b>                      |      |                |                  |
| <b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>   |      | <u>945,037</u> | <u>924,441</u>   |
| <b>TOTAL NET ASSETS</b>                        |      | <u>945,037</u> | <u>924,441</u>   |
| <b>CHARITY FUNDS</b>                           |      |                |                  |
| Restricted funds                               | 14   | 614,651        | 616,320          |
| Unrestricted funds                             |      |                |                  |
| Designated funds                               | 14   | 178,293        | 156,189          |
| General funds                                  | 14   | 152,093        | 151,932          |
| Total unrestricted funds                       | 14   | <u>330,386</u> | <u>308,121</u>   |
| <b>TOTAL FUNDS</b>                             |      | <u>945,037</u> | <u>924,441</u>   |

The charity's net movement in funds for the year was \$20,596 (2024 - \$99,881).

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

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

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**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**  
**REGISTERED NUMBER: 05072000**

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**CHARITY BALANCE SHEET (CONTINUED)**  
**AS AT 31 DECEMBER 2025**

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The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

*Lloyd Lewis*

**Lloyd Lewis**

Trustee

Date: 21 April 2026

The notes on pages 20 to 39 form part of these financial statements.

INCLUSION INTERNATIONAL  
(A Company Limited by Guarantee)

CONSOLIDATED STATEMENT OF CASH FLOWS  
FOR THE YEAR ENDED 31 DECEMBER 2025

|                                                         | Note | 2025<br>\$ | 2024<br>\$ |
|---------------------------------------------------------|------|------------|------------|
| <b>CASH FLOWS FROM OPERATING ACTIVITIES</b>             |      |            |            |
| Net cash used in operating activities                   | 16   | 148,243    | (72,051)   |
| <b>CASH FLOWS FROM INVESTING ACTIVITIES</b>             |      |            |            |
| Dividends, interests and rents from investments         |      | 834        | 1,096      |
| <b>NET CASH PROVIDED BY INVESTING ACTIVITIES</b>        |      | 834        | 1,096      |
| <b>CHANGE IN CASH AND CASH EQUIVALENTS IN THE YEAR</b>  |      | 149,077    | (70,955)   |
| Cash and cash equivalents at the beginning of the year  |      | 802,642    | 873,597    |
| <b>CASH AND CASH EQUIVALENTS AT THE END OF THE YEAR</b> | 17   | 951,719    | 802,642    |

The notes on pages 20 to 39 form part of these financial statements

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**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2025**

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**1. ACCOUNTING POLICIES**

**1.1 BASIS OF PREPARATION OF FINANCIAL STATEMENTS**

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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 Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Inclusion International meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The Consolidated Statement of Financial Activities (SOFA) and Consolidated Balance Sheet consolidate the financial statements of the charity and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

The charity has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own Statement of Financial Activities in these financial statements.

The functional and presentational currency is US dollars.

**1.2 BASIS OF CONSOLIDATION**

The financial statements consolidate the accounts of Inclusion International and its subsidiary undertaking, Inclusion International Trading Limited.

The Statement of Financial Activities for the year dealt with in the accounts of the charity showed net surplus of \$20,630 (2024 - \$97,593).

**1.3 COMPANY STATUS**

The charity is a company limited by guarantee. The members of the company are the Trustees named on page 1. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

**1.4 GOING CONCERN**

The Trustees have prepared forecasts through to December 2027 and considered the trading period beyond this. The Trustees have reviewed the cash requirements of the business and expected inflows.

Upon their review, the Trustees believe the charity will have sufficient resources to meet its liabilities as they fall due for the foreseeable future and therefore continue to adopt the going concern basis in preparing the financial statements.

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**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2025**

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**1. ACCOUNTING POLICIES (CONTINUED)**

**1.5 INCOME**

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Consolidated Statement of Financial Activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance Sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Membership income is recognised in the period to which it relates to. Any membership income received in advance is deferred.

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

**1.6 EXPENDITURE**

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 allocated on the portion of the asset's use.

Expenditure on raising funds includes all expenditure incurred by the Group to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Group's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

**1.7 FOREIGN CURRENCIES**

Monetary assets and liabilities denominated in foreign currencies are translated into dollars at rates of exchange ruling at the reporting date.

Transactions in foreign currencies are translated into dollars at the rate determined at the start of the accounting period. Where the actual exchange rate varies more than 10% from this rate, the exchange rate used in the book entry is amended.

Exchange gains and losses are recognised in the Consolidated Statement of Financial Activities.

**1.8 INVESTMENTS**

Investments in subsidiaries are valued at cost less provision for impairment.

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**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2025**

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**1. ACCOUNTING POLICIES (CONTINUED)**

**1.9 DEBTORS**

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

**1.10 CASH AT BANK AND IN HAND**

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

**1.11 LIABILITIES AND PROVISIONS**

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Consolidated Statement of Financial Activities as a finance cost.

**1.12 FINANCIAL INSTRUMENTS**

The Group only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

**1.13 OPERATING LEASES**

Rentals paid under operating leases are charged to the Consolidated Statement of Financial Activities on a straight-line basis over the lease term.

**1.14 PENSIONS**

The charity contributes to the statutory government backed pension plan (NEST) for its UK based employees. Contributions are charged to the profit and loss account as incurred.

INCLUSION INTERNATIONAL  
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2025

1. ACCOUNTING POLICIES (CONTINUED)

1.15 FUND ACCOUNTING

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Group and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Group for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

2. INCOME FROM DONATIONS AND LEGACIES

|                   | Unrestricted<br>funds<br>2025<br>\$ | Total<br>funds<br>2025<br>\$ | Total<br>funds<br>2024<br>\$ |
|-------------------|-------------------------------------|------------------------------|------------------------------|
| Donations         | 111,355                             | 111,355                      | 50,970                       |
| Membership income | 91,562                              | 91,562                       | 87,015                       |
| Inclusion Fund    | 33,203                              | 33,203                       | 34,529                       |
|                   | 236,120                             | 236,120                      | 172,514                      |
| TOTAL 2024        | 172,514                             | 172,514                      |                              |

3. INCOME FROM CHARITABLE ACTIVITIES

|                     | Unrestricted<br>funds<br>2025<br>\$ | Restricted<br>funds<br>2025<br>\$ | Total<br>funds<br>2025<br>\$ | Total<br>funds<br>2024<br>\$ |
|---------------------|-------------------------------------|-----------------------------------|------------------------------|------------------------------|
| Grants for projects | -                                   | 912,196                           | 912,196                      | 1,225,249                    |
| TOTAL 2024          | 2,028                               | 1,223,221                         | 1,225,249                    |                              |

INCLUSION INTERNATIONAL  
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2025

4. INCOME FROM OTHER TRADING ACTIVITIES

Income from non charitable trading activities

|                                         | Unrestricted<br>funds<br>2025<br>\$ | Total<br>funds<br>2025<br>\$ | Total<br>funds<br>2024<br>\$ |
|-----------------------------------------|-------------------------------------|------------------------------|------------------------------|
| Activities of Inclusion Trading Limited | -                                   | -                            | 20,265                       |
| TOTAL 2024                              | 20,265                              | 20,265                       |                              |

5. INVESTMENT INCOME

|               | Unrestricted<br>funds<br>2025<br>\$ | Total<br>funds<br>2025<br>\$ | Total<br>funds<br>2024<br>\$ |
|---------------|-------------------------------------|------------------------------|------------------------------|
| Bank interest | 834                                 | 834                          | 1,096                        |
| TOTAL 2024    | 1,096                               | 1,096                        |                              |

6. OTHER INCOMING RESOURCES

|                              | Restricted<br>funds<br>2025<br>\$ | Total<br>funds<br>2025<br>\$ | Total<br>funds<br>2024<br>\$ |
|------------------------------|-----------------------------------|------------------------------|------------------------------|
| Services                     | 5,749                             | 5,749                        | 38,720                       |
| World Congress registrations | 121,995                           | 121,995                      | -                            |
|                              | 127,744                           | 127,744                      | 38,720                       |
| TOTAL 2024                   | 38,720                            | 38,720                       |                              |

INCLUSION INTERNATIONAL  
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2025

7. EXPENDITURE - TRADING ACTIVITIES

COSTS OF RAISING VOLUNTARY INCOME

|                      | Unrestricted<br>funds<br>2025<br>\$ | Total<br>funds<br>2025<br>\$ | Total<br>funds<br>2024<br>\$ |
|----------------------|-------------------------------------|------------------------------|------------------------------|
| Fundraising expenses | 31,050                              | 31,050                       | 2,500                        |
| TOTAL 2024           | 2,500                               | 2,500                        |                              |

|                         | Unrestricted<br>funds<br>2025<br>\$ | Total<br>funds<br>2025<br>\$ | Total<br>funds<br>2024<br>\$ |
|-------------------------|-------------------------------------|------------------------------|------------------------------|
| Administration expenses | -                                   | -                            | 6,095                        |
| TOTAL 2024              | 6,095                               | 6,095                        |                              |

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2025**

**8. ANALYSIS OF EXPENDITURE BY ACTIVITIES**

|                       | Activities<br>undertaken<br>directly<br>2025<br>\$ | Support<br>costs<br>2025<br>\$ | Total<br>funds<br>2025<br>\$ | Total<br>funds<br>2024<br>\$ |
|-----------------------|----------------------------------------------------|--------------------------------|------------------------------|------------------------------|
| Charitable activities | 1,166,807                                          | 33,264                         | <b>1,200,071</b>             | 1,336,139                    |
| TOTAL 2024            | 1,308,387                                          | 27,752                         | 1,336,139                    |                              |

Expenditure on charitable activities was \$1,200,071 (2024 - \$1,336,139) of which \$88,724 (2024 - \$144,186) was unrestricted, \$100,788 (2024 - \$27,581) was designated and \$1,041,609 (2024 - \$1,145,339) was restricted.

**ANALYSIS OF DIRECT COSTS**

|                            | Activities<br>2025<br>\$ | Total<br>funds<br>2025<br>\$ | Total<br>funds<br>2024<br>\$ |
|----------------------------|--------------------------|------------------------------|------------------------------|
| Staff costs                | 355,741                  | <b>355,741</b>               | 368,188                      |
| Consultancy                | 332,301                  | <b>332,301</b>               | 309,250                      |
| Insurance                  | 2,619                    | <b>2,619</b>                 | 2,579                        |
| General expenses           | 147,487                  | <b>147,487</b>               | 33,685                       |
| Publications and printing  | 2,371                    | <b>2,371</b>                 | 2,749                        |
| Rent                       | 19,922                   | <b>19,922</b>                | 22,676                       |
| Computer consumables       | 10,790                   | <b>10,790</b>                | 28,916                       |
| Telephone and internet     | 3,162                    | <b>3,162</b>                 | 2,611                        |
| Translation expenses       | 21,592                   | <b>21,592</b>                | 13,884                       |
| Travel and accommodation   | 193,462                  | <b>193,462</b>               | 164,638                      |
| Project costs              | 68,012                   | <b>68,012</b>                | 354,550                      |
| Membership fees            | 3,776                    | <b>3,776</b>                 | -                            |
| Legal costs                | 5,572                    | <b>5,572</b>                 | 25                           |
| Website and communications | -                        | -                            | 4,636                        |
| <b>TOTAL 2025</b>          | <b>1,166,807</b>         | <b>1,166,807</b>             | 1,308,387                    |
| TOTAL 2024                 | 1,308,387                | 1,308,387                    |                              |

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NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2025

8. ANALYSIS OF EXPENDITURE BY ACTIVITIES (CONTINUED)

ANALYSIS OF SUPPORT COSTS

|                   | Activities<br>2025<br>\$ | Total<br>funds<br>2025<br>\$ | Total<br>funds<br>2024<br>\$ |
|-------------------|--------------------------|------------------------------|------------------------------|
| Audit fees        | 29,578                   | 29,578                       | 24,881                       |
| Accountancy fees  | 3,686                    | 3,686                        | 2,871                        |
| <b>TOTAL 2025</b> | <b>33,264</b>            | <b>33,264</b>                | <b>27,752</b>                |
| <b>TOTAL 2024</b> | <b>27,752</b>            | <b>27,752</b>                |                              |

9. AUDITORS' REMUNERATION

|                                                                                                   | 2025<br>\$ | 2024<br>\$ |
|---------------------------------------------------------------------------------------------------|------------|------------|
| Fees payable to the charity's auditor for the audit of the charity's annual accounts              | 23,662     | 18,087     |
| Fees payable to the charity's auditor in respect of:<br>All non-audit services not included above | 9,602      | 6,456      |

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NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2025

10. STAFF COSTS

|                                                      | Group<br>2025<br>\$ | Group<br>2024<br>\$ | Company<br>2025<br>\$ | Company<br>2024<br>\$ |
|------------------------------------------------------|---------------------|---------------------|-----------------------|-----------------------|
| Wages and salaries                                   | 326,115             | 334,482             | 326,115               | 334,482               |
| Social security costs                                | 20,873              | 27,927              | 20,873                | 27,927                |
| Contribution to defined contribution pension schemes | 8,753               | 5,779               | 8,753                 | 5,779                 |
|                                                      | <u>355,741</u>      | <u>368,188</u>      | <u>355,741</u>        | <u>368,188</u>        |

There were no settlement payments made to employees during 2025 (2024: nil).

The average number of persons employed by the charity during the year was as follows:

|           | Group<br>2025<br>No. | Group<br>2024<br>No. | Company<br>2025<br>No. | Company<br>2024<br>No. |
|-----------|----------------------|----------------------|------------------------|------------------------|
| Employees | <u>5</u>             | <u>5</u>             | <u>5</u>               | <u>5</u>               |

The number of employees whose employee benefits (excluding employer pension costs) exceeded \$60,000 was:

|                                   | Group<br>2025<br>No. | Group<br>2024<br>No. |
|-----------------------------------|----------------------|----------------------|
| In the band \$140,001 - \$150,000 | -                    | 1                    |

During the year expenses of \$13,425 (2024 - \$12,292) were reimbursed to six (2024 - five) trustees, in relation to travel, accomodation and other costs.

No remuneration was paid to trustees during the period in accordance with the Articles of Association.

The key management personnel of the charity comprises the trustees, the Executive Director and Programmes and Network Development Director of the charity. The total employee benefits of the key management personnel of the charity were \$177,687 (2024 - \$221,243).

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NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2025

11. FIXED ASSET INVESTMENTS

|                     | Investments<br>in<br>subsidiary<br>companies<br>\$ |
|---------------------|----------------------------------------------------|
| CHARITY             |                                                    |
| COST OR VALUATION   |                                                    |
| At 1 January 2025   | 1                                                  |
| AT 31 DECEMBER 2025 | <u>1</u>                                           |

PRINCIPAL SUBSIDIARIES

The following was a subsidiary undertaking of the charity:

| Name                      | Company<br>number | Holding | Included in<br>consolidation |
|---------------------------|-------------------|---------|------------------------------|
| Inclusion Trading Limited | 10706721          | 100%    | Yes                          |

The financial results of the subsidiary for the year were:

| Name                      | Income<br>\$ | Net assets<br>\$ |
|---------------------------|--------------|------------------|
| Inclusion Trading Limited | 201          | 2,039            |

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2025**

**12. DEBTORS**

|                                    | <b>Group<br/>2025<br/>\$</b> | Group<br>2024<br>\$ | <b>Company<br/>2025<br/>\$</b> | Company<br>2024<br>\$ |
|------------------------------------|------------------------------|---------------------|--------------------------------|-----------------------|
| <b>DUE WITHIN ONE YEAR</b>         |                              |                     |                                |                       |
| Trade debtors                      | <b>34,955</b>                | 235,647             | <b>34,955</b>                  | 231,882               |
| Amounts owed by group undertakings | -                            | -                   | <b>167</b>                     | 2,966                 |
| Prepayments and accrued income     | -                            | -                   | -                              | 1                     |
|                                    | <b>34,955</b>                | 235,647             | <b>35,122</b>                  | 234,849               |

**13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

|                                    | <b>Group<br/>2025<br/>\$</b> | Group<br>2024<br>\$ | <b>Company<br/>2025<br/>\$</b> | Company<br>2024<br>\$ |
|------------------------------------|------------------------------|---------------------|--------------------------------|-----------------------|
| Bank overdrafts                    | -                            | 3,520               | -                              | 3,520                 |
| Trade creditors                    | <b>5,572</b>                 | 12,977              | <b>5,572</b>                   | 11,998                |
| Amounts owed to group undertakings | -                            | -                   | -                              | 1                     |
| Accruals                           | <b>34,027</b>                | 95,347              | <b>34,027</b>                  | 93,652                |
|                                    | <b>39,599</b>                | 111,844             | <b>39,599</b>                  | 109,171               |

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2025**

**14. STATEMENT OF FUNDS**

**STATEMENT OF FUNDS - CURRENT YEAR**

|                                                               | Balance at 1<br>January<br>2025<br>\$ | Income<br>\$   | Expenditure<br>\$ | Transfers<br>in/out<br>\$ | Gains/<br>(Losses)<br>\$ | Balance at<br>31<br>December<br>2025<br>\$ |
|---------------------------------------------------------------|---------------------------------------|----------------|-------------------|---------------------------|--------------------------|--------------------------------------------|
| <b>UNRESTRICTED FUNDS</b>                                     |                                       |                |                   |                           |                          |                                            |
| <b>DESIGNATED FUNDS</b>                                       |                                       |                |                   |                           |                          |                                            |
| Equipment and website                                         | 3,773                                 | -              | -                 | -                         | -                        | 3,773                                      |
| Global event                                                  | 63,142                                | 26,054         | (91,456)          | 11,850                    | -                        | 9,590                                      |
| Development fund                                              | 89,274                                | 84,988         | (9,332)           | -                         | -                        | 164,930                                    |
|                                                               | <u>156,189</u>                        | <u>111,042</u> | <u>(100,788)</u>  | <u>11,850</u>             | <u>-</u>                 | <u>178,293</u>                             |
| <b>GENERAL FUNDS</b>                                          |                                       |                |                   |                           |                          |                                            |
| General Funds - all funds                                     | 151,932                               | 125,912        | (88,724)          | (11,683)                  | (25,344)                 | 152,093                                    |
| Subsidiary                                                    | 2,004                                 | -              | -                 | (167)                     | 201                      | 2,038                                      |
|                                                               | <u>153,936</u>                        | <u>125,912</u> | <u>(88,724)</u>   | <u>(11,850)</u>           | <u>(25,143)</u>          | <u>154,131</u>                             |
| <b>TOTAL UNRESTRICTED FUNDS</b>                               | <u>310,125</u>                        | <u>236,954</u> | <u>(189,512)</u>  | <u>-</u>                  | <u>(25,143)</u>          | <u>332,424</u>                             |
| <b>RESTRICTED FUNDS</b>                                       |                                       |                |                   |                           |                          |                                            |
| ECW                                                           | -                                     | 200,381        | (200,381)         | -                         | -                        | -                                          |
| HI - Jordan                                                   | -                                     | 54,245         | (54,245)          | -                         | -                        | -                                          |
| International Disability Alliance - Disability Summit Support | 255                                   | 20,000         | (20,255)          | -                         | -                        | -                                          |

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2025**

**14. STATEMENT OF FUNDS (CONTINUED)**

**STATEMENT OF FUNDS - CURRENT YEAR (continued)**

|                                                                                      | Balance at 1<br>January<br>2025<br>\$ | Income<br>\$            | Expenditure<br>\$         | Transfers<br>in/out<br>\$ | Gains/<br>(Losses)<br>\$ | Balance at<br>31<br>December<br>2025<br>\$ |
|--------------------------------------------------------------------------------------|---------------------------------------|-------------------------|---------------------------|---------------------------|--------------------------|--------------------------------------------|
| International<br>Disability<br>Alliance/Ministry of<br>Foreign Affairs of<br>Finland | -                                     | 64,889                  | (64,889)                  | -                         | -                        | -                                          |
| International<br>Rescue<br>Committee (IRC)                                           | -                                     | 10,750                  | (10,750)                  | -                         | -                        | -                                          |
| LIR Services IDA                                                                     | -                                     | 1,500                   | (1,500)                   | -                         | -                        | -                                          |
| LIR Services<br>Saraki                                                               | -                                     | 2,804                   | (2,804)                   | -                         | -                        | -                                          |
| Listen Include<br>Respect                                                            | -                                     | 1,445                   | (1,445)                   | -                         | -                        | -                                          |
| Sage Foundation                                                                      | 100,000                               | -                       | (94,966)                  | -                         | -                        | 5,034                                      |
| Sightsavers -<br>Cameroon Project                                                    | -                                     | 20,108                  | (20,108)                  | -                         | -                        | -                                          |
| State Department<br>- Eastern Europe                                                 | 76,024                                | -                       | (76,024)                  | -                         | -                        | -                                          |
| State Department<br>2021 - 2025                                                      | 2,766                                 | 264,234                 | (60,977)                  | -                         | -                        | 206,023                                    |
| Wellspring 2024-<br>2027                                                             | 137,275                               | 274,989                 | (264,396)                 | -                         | -                        | 147,868                                    |
| Women Enable                                                                         | -                                     | 2,600                   | (2,600)                   | -                         | -                        | -                                          |
| General Support                                                                      | 300,000                               | -                       | (44,274)                  | -                         | -                        | 255,726                                    |
| Sharjah 2025                                                                         | -                                     | 121,995                 | (121,995)                 | -                         | -                        | -                                          |
|                                                                                      | <u>616,320</u>                        | <u>1,039,940</u>        | <u>(1,041,609)</u>        | <u>-</u>                  | <u>-</u>                 | <u>614,651</u>                             |
| <b>TOTAL OF<br/>FUNDS</b>                                                            | <u><b>926,445</b></u>                 | <u><b>1,276,894</b></u> | <u><b>(1,231,121)</b></u> | <u><b>-</b></u>           | <u><b>(25,143)</b></u>   | <u><b>947,075</b></u>                      |

Charity only funds at the year end are \$944,870 (2024 - \$924,441). This represents the balances listed above excluding the reserves balance of the trading subsidiary company, Inclusion Trading Ltd.

Gains/(losses) in the year are as a result of the foreign currency translation of transactions.

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**14. STATEMENT OF FUNDS (CONTINUED)**

**STATEMENT OF FUNDS - PRIOR YEAR**

|                                                                 | Balance at<br>1 January<br>2024<br>\$ | Income<br>\$   | Expenditure<br>\$ | Transfers<br>in/out<br>\$ | Gains/<br>(Losses)<br>\$ | Balance at<br>31<br>December<br>2024<br>\$ |
|-----------------------------------------------------------------|---------------------------------------|----------------|-------------------|---------------------------|--------------------------|--------------------------------------------|
| <b>UNRESTRICTED FUNDS</b>                                       |                                       |                |                   |                           |                          |                                            |
| <b>DESIGNATED FUNDS</b>                                         |                                       |                |                   |                           |                          |                                            |
| Equipment and website                                           | 3,773                                 | -              | -                 | -                         | -                        | 3,773                                      |
| Global event                                                    | 95,564                                | -              | (32,422)          | -                         | -                        | 63,142                                     |
| Development fund                                                | 84,480                                | -              | (22,787)          | 27,581                    | -                        | 89,274                                     |
|                                                                 | <u>183,817</u>                        | <u>-</u>       | <u>(55,209)</u>   | <u>27,581</u>             | <u>-</u>                 | <u>156,189</u>                             |
| <b>GENERAL FUNDS</b>                                            |                                       |                |                   |                           |                          |                                            |
| General Funds - all funds                                       | 151,932                               | 175,638        | (123,921)         | (38,489)                  | (13,228)                 | 151,932                                    |
| Subsidiary                                                      | 2,004                                 | 20,265         | (20,265)          | -                         | -                        | 2,004                                      |
|                                                                 | <u>153,936</u>                        | <u>195,903</u> | <u>(144,186)</u>  | <u>(38,489)</u>           | <u>(13,228)</u>          | <u>153,936</u>                             |
| <b>TOTAL UNRESTRICTED FUNDS</b>                                 | <u>337,753</u>                        | <u>195,903</u> | <u>(199,395)</u>  | <u>(10,908)</u>           | <u>(13,228)</u>          | <u>310,125</u>                             |
| <b>RESTRICTED FUNDS</b>                                         |                                       |                |                   |                           |                          |                                            |
| DRG Review                                                      | -                                     | 1,653          | (1,653)           | -                         | -                        | -                                          |
| ECW                                                             | -                                     | 146,000        | (146,000)         | -                         | -                        | -                                          |
| HI - Jordan                                                     | -                                     | 73,296         | (73,296)          | -                         | -                        | -                                          |
| International Disability Alliance - Project Coordinator Support | -                                     | 12,000         | (12,000)          | -                         | -                        | -                                          |

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**14. STATEMENT OF FUNDS (CONTINUED)**

**STATEMENT OF FUNDS - PRIOR YEAR (CONTINUED)**

|                                                                           | Balance at<br>1 January<br>2024<br>\$ | Income<br>\$     | Expenditure<br>\$  | Transfers<br>in/out<br>\$ | Gains/<br>(Losses)<br>\$ | Balance at<br>31<br>December<br>2024<br>\$ |
|---------------------------------------------------------------------------|---------------------------------------|------------------|--------------------|---------------------------|--------------------------|--------------------------------------------|
| International<br>Disability<br>Alliance -<br>Disability<br>Summit Support | -                                     | 3,800            | (3,545)            | -                         | -                        | 255                                        |
| International<br>Rescue<br>Committee (IRC)                                | -                                     | 79,764           | (79,764)           | -                         | -                        | -                                          |
| LIR Services<br>IDA                                                       | -                                     | -                | (769)              | 769                       | -                        | -                                          |
| LIR Services<br>Saraki                                                    | -                                     | 1,848            | (1,848)            | -                         | -                        | -                                          |
| LIR Services<br>UNPRPD                                                    | -                                     | -                | (9,146)            | 9,146                     | -                        | -                                          |
| Listen Include<br>Respect                                                 | 160                                   | 35,221           | (36,374)           | 993                       | -                        | -                                          |
| Sage Foundation                                                           | -                                     | 100,000          | -                  | -                         | -                        | 100,000                                    |
| Sightsavers -<br>Cameroon<br>Project                                      | -                                     | 7,639            | (7,639)            | -                         | -                        | -                                          |
| State<br>Department -<br>Eastern Europe                                   | -                                     | 356,000          | (279,976)          | -                         | -                        | 76,024                                     |
| State<br>Department<br>2021 - 2025                                        | -                                     | 165,229          | (162,463)          | -                         | -                        | 2,766                                      |
| Wellspring (old)<br>2021-2024                                             | 188,650                               | -                | (188,650)          | -                         | -                        | -                                          |
| Wellspring 2024-<br>2027                                                  | -                                     | 274,991          | (137,716)          | -                         | -                        | 137,275                                    |
| Women Enable                                                              | -                                     | 4,500            | (4,500)            | -                         | -                        | -                                          |
| General Support                                                           | 300,000                               | -                | -                  | -                         | -                        | 300,000                                    |
|                                                                           | <u>488,810</u>                        | <u>1,261,941</u> | <u>(1,145,339)</u> | <u>10,908</u>             | <u>-</u>                 | <u>616,320</u>                             |
| <b>TOTAL OF<br/>FUNDS</b>                                                 | <u>826,563</u>                        | <u>1,457,844</u> | <u>(1,344,734)</u> | <u>-</u>                  | <u>(13,228)</u>          | <u>926,445</u>                             |

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2025**

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**14. STATEMENT OF FUNDS (CONTINUED)**

The purposes of the designated funds are as follows:

**Equipment and website**

To set aside funds for future equipment purchases.

**Global event**

Funding for global events (Council, General Assemblies, a future World Congress).

**Development fund**

Funding for future organisational and regional development.

The purposes of the restricted funds are as follows:

**Wellspring**

To strengthen activism by connecting people, communities and organizations to take action for inclusion, and to build partnerships on key issues to advance advocacy; improve capacity and effectiveness of our impact.

**Open Society Foundation**

To build the capacity of Inclusion International to identify key issues of discrimination, and to develop tools for self-advocacy and family organisations to use in implementing inclusion.

**The World Bank**

To document the successes of community-led and family centred approaches for mobilising inclusive education advocacy in Africa and Latin America. To create relevant guides and knowledge materials to support the effectiveness of inclusive education advocacy in communities.

**Disability Rights Fund - Guidelines Project**

To organise consultations with self-advocates to review the draft Guidelines on Deinstitutionalization, and to develop an accessible version of the guidelines.

**International Disability Alliance/ Ministry of Foreign Affairs of Finland**

The project supports the inclusive participation of persons with intellectual disabilities in Zambia and Angola. It develops practical guidelines and training modules on inclusive participation, working with Inclusion Africa and regional members to ensure the tools are relevant for organisations across sub-Saharan Africa.

**International Rescue Committee**

The project aims to make humanitarian action accessible for adolescent girls with intellectual disabilities in Ethiopia and Burkina Faso.

**Open Society Foundation General Support**

To provide general support to the work of Inclusion International.

**Listen Include Respect**

Listen Include Respect helps organisations understand how to include people with intellectual disabilities in their work. Inclusion International is working with Down Syndrome International to develop guidelines on how organisations can make sure their work is inclusive so that people with an intellectual disability can fully take part.

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2025**

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**14. STATEMENT OF FUNDS (CONTINUED)**

**Local Projects**

To promote the implementation of the UNCRPD and in particular article 24 and to empower people with disabilities to become active, contributing members of their communities. The transfer relates to a management fee Inclusion International were entitled to for overseeing the project.

**Women Enable**

This project seeks to bring a gender perspective to the understanding of the guarantee (or lack of) of the right to legal capacity through the context of sexual and reproductive health and rights (SRHR) and its consequences for women and gender-diverse persons with intellectual and psychosocial disabilities in Indonesia, Kenya, Spain, and the United States of America (USA).

**Sightsavers - Cameroon Project**

This is a consultancy on citizenship and political participation of people with intellectual disability in Cameroon.

**Sightsavers - WISH Project**

This is a technical review of training resources and production of videos for the Women's Integrated Sexual Health (WISH) programme.

**The World Bank, December 3rd Event**

This funding was used to celebrate the International Day of Persons with Disabilities and promote awareness amongst World Bank staff.

**Education Cannot Wait (ECW)**

This project aims to improve access to inclusive education for children with disabilities in emergency situations. The project brings together organisations of persons with disabilities at the local, national, and regional level in Colombia and Niger.

**State Department Eastern Europe**

As of 31.12.2024 there was a remaining balance in the fund in the amount of \$76,024. The grant contract was terminated on 7 March 2025 by the donor, the new administration in the USA. We are waiting for instructions about how to treat the remaining funds.

**Sage Foundation**

This project seeks to address the exclusion of people with intellectual disabilities and their families from the care and support space, transforming the dialogue on care reform from its sole focus on care to a broader and more inclusive care and support approach rooted in the rights of persons with disabilities, with focus on the most marginalized groups.

**International Disability Alliance - Disability Summit Support**

This funding is for Inclusion International's technical support in the development of the Global Disability Inclusion Report.

**International Disability Alliance - Project Coordinator Support**

Project management in Africa.

**General Support**

This is an organisational support grant from the Open Society Foundation that provides funding for organisational development based on the needs of Inclusion International. The grant supports the overall work and strategic priorities of the organisation.

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**15. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

**ANALYSIS OF NET ASSETS BETWEEN FUNDS - CURRENT YEAR**

|                               | Unrestricted<br>funds<br>2025<br>\$ | Restricted<br>funds<br>2025<br>\$ | Total<br>funds<br>2025<br>\$ |
|-------------------------------|-------------------------------------|-----------------------------------|------------------------------|
| Current assets                | 372,023                             | 614,651                           | <b>986,674</b>               |
| Creditors due within one year | (39,599)                            | -                                 | <b>(39,599)</b>              |
| <b>TOTAL</b>                  | <u>332,424</u>                      | <u>614,651</u>                    | <u><b>947,075</b></u>        |

**ANALYSIS OF NET ASSETS BETWEEN FUNDS - PRIOR YEAR**

|                               | Unrestricted<br>funds<br>2024<br>\$ | Restricted<br>funds<br>2024<br>\$ | Total<br>funds<br>2024<br>\$ |
|-------------------------------|-------------------------------------|-----------------------------------|------------------------------|
| Current assets                | 421,969                             | 616,320                           | 1,038,289                    |
| Creditors due within one year | (111,844)                           | -                                 | (111,844)                    |
| <b>TOTAL</b>                  | <u>310,125</u>                      | <u>616,320</u>                    | <u>926,445</u>               |

**16. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES**

|                                                                    | Group<br>2025<br>\$   | Group<br>2024<br>\$ |
|--------------------------------------------------------------------|-----------------------|---------------------|
| Net income for the year (as per Statement of Financial Activities) | <b>45,773</b>         | 113,110             |
| <b>ADJUSTMENTS FOR:</b>                                            |                       |                     |
| Foreign exchange movements                                         | <b>(25,143)</b>       | (13,228)            |
| Dividends, interests and rents from investments                    | <b>(834)</b>          | (1,096)             |
| Decrease/(increase) in debtors                                     | <b>200,692</b>        | (177,627)           |
| Increase/(decrease) in creditors                                   | <b>(72,245)</b>       | 6,790               |
| <b>NET CASH PROVIDED BY/(USED IN) OPERATING ACTIVITIES</b>         | <u><b>148,243</b></u> | <u>(72,051)</u>     |

**INCLUSION INTERNATIONAL**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2025**

**17. ANALYSIS OF CASH AND CASH EQUIVALENTS**

|                                        | <b>Group<br/>2025<br/>\$</b> | Group<br>2024<br>\$ |
|----------------------------------------|------------------------------|---------------------|
| Cash in hand                           | <b>951,719</b>               | 802,642             |
| <b>TOTAL CASH AND CASH EQUIVALENTS</b> | <b>951,719</b>               | 802,642             |

**18. ANALYSIS OF CHANGES IN NET DEBT**

|                                     | <b>At 1<br/>January<br/>2025<br/>\$</b> | <b>Cash flows<br/>\$</b> | <b>At 31<br/>December<br/>2025<br/>\$</b> |
|-------------------------------------|-----------------------------------------|--------------------------|-------------------------------------------|
| Cash at bank and in hand            | <b>802,642</b>                          | <b>149,077</b>           | <b>951,719</b>                            |
| Bank overdrafts repayable on demand | <b>(3,520)</b>                          | <b>3,520</b>             | -                                         |
|                                     | <b>799,122</b>                          | <b>152,597</b>           | <b>951,719</b>                            |

**19. PENSION COMMITMENTS**

The company pays in to the personal pension plan of five employees. The pension cost charge represents contributions payable by the company and amounted to \$8,753 (2024 - \$5,779).

**20. OPERATING LEASE COMMITMENTS**

At 31 December 2025 the Group and the company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

|                       | <b>Group<br/>2025<br/>\$</b> | Group<br>2024<br>\$ | <b>Company<br/>2025<br/>\$</b> | Company<br>2024<br>\$ |
|-----------------------|------------------------------|---------------------|--------------------------------|-----------------------|
| Not later than 1 year | <b>2,240</b>                 | 2,698               | <b>2,240</b>                   | 2,698                 |

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**INCLUSION INTERNATIONAL**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2025**

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**21. RELATED PARTY TRANSACTIONS**

The membership fees are considered to be in the course of normal operations.

During the year the charity received grant income of \$231,192 (2024 - \$158,020) from International Disability Alliance (IDA) in respect of two grants. The restrictions of these grants were in line with the charitable activities of Inclusion International. One of the charity's trustees was previously the treasurer of IDA.

During the year the charity received donations from Arc Thrift Stores of \$15,557. L Lewis, trustee and Treasurer, is the CEO of Arc Thrift Stores.

**INCLUSION INTERNATIONAL**

England & Wales - Charity number 1106715

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# Accounts

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**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**

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**TRUSTEES' REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2024**

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**INCLUSION INTERNATIONAL**  
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The following pages do not form part of the statutory financial statements:

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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS**  
**FOR THE YEAR ENDED 31 DECEMBER 2024**

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|                                  |                                                                                                                                                                             |
|----------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Trustees</b>                  | J Innes (resigned 31 May 2024)<br>N Osamu<br>J Pinomaa<br>S Swenson<br>L Lewis<br>L G Villarreal Peralta (appointed 2 February 2024)<br>A R Bennett (appointed 1 June 2024) |
| <b>Company registered number</b> | 05072000                                                                                                                                                                    |
| <b>Charity registered number</b> | 1106715                                                                                                                                                                     |
| <b>Registered office</b>         | The Foundry<br>17 Oval Way<br>London<br>SE11 5RR                                                                                                                            |
| <b>Executive Director</b>        | Mrs C Laurin-Bowie                                                                                                                                                          |
| <b>Independent auditors</b>      | Peters Elworthy & Moore<br>Chartered Accountants<br>Statutory Auditors<br>Salisbury House<br>Station Road<br>Cambridge<br>CB1 2LA                                           |
| <b>Bankers</b>                   | NatWest Bank PLC<br>Hornchurch<br>Essex<br>RM12 4DF                                                                                                                         |

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**INCLUSION INTERNATIONAL**  
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**TRUSTEES' REPORT**  
**FOR THE YEAR ENDED 31 DECEMBER 2024**

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**About this report**

The trustees (who are also directors of the company for the purposes of the Companies Act) present their annual report, together with the audited financial statements of Inclusion International (the charitable company) for the year ended 31 December 2024. The Annual Report serves the purposes of both a Trustees' report and a Directors' report under company law.

The trustees confirm that the annual report and financial statements of the charitable company comply with:

- the current statutory requirements.
- the requirements of the charitable company's governing document.
- the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (second edition – October 2019, effective 1 January 2019). Since the company qualifies as small under section 383, the strategic report required of medium and large companies under The Companies Act 2006 (Strategic Report and Director's Report) Regulations 2013 is not required.

In setting objectives and planning the activities of Inclusion International, the trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit.

The charity's objectives are: "To advance the inclusion of persons with intellectual disability without regard to nationality, race or beliefs, by securing on their behalf from all possible sources the provision of residential, educational training, employment and support services".

To deliver its objectives, Inclusion International's strategy falls broadly into 3 themes:

Global Advocacy

- To provide a strong and representative voice of self-advocates and families at the UN and other global forums.
- Influencing global processes and ensuring efforts are responsive to the needs of families and self-advocates.
- Working with partners in the cross-disability and other human rights networks.

Connecting Members

- Support and develop regional networks.
- Create platforms (conferences/events/online and social media) for shared learning on priority issues.
- Mobilise network members on shared priority issues.
- Create spaces for shared learning and cooperation.

Projects and Programmes

- Support family and self-advocacy organisations to develop advocacy skills and strategies.
- Programme development to support country-led initiatives informed by global knowledge.
- To develop resources and tools for advocacy and communications.
- Lead projects which demonstrate good practice.

**Global advocacy**

Inclusion International's advocacy work is guided by global events and processes. Some highlights from 2024 are:

- After joining the Global Alliance for Care, we've advocated for reforms recognising the complex roles of caregivers and care recipients.
- At the Conference of State Parties (COSP), Inclusion International hosted a side event with International Rescue Committee (IRC) and Education Cannot Wait (ECW) about the challenges faced by people with intellectual disabilities during conflicts and natural disasters.
- We've supported members through parallel reporting to the CRPD Committee, ensuring people with intellectual disabilities drive change in their countries. The historic apology issued in New Zealand to survivors of institutional abuse stands as a powerful testament to the impact of our continued advocacy - an effort that couldn't have

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**INCLUSION INTERNATIONAL**  
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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 DECEMBER 2024**

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been realised without the work of our members, People First NZ and IHC.

### **Connecting Members**

As a global network, connecting members and regions to each other to share experiences and learning from one another is an important part of what we do. In 2024, we helped members learn and share with each other by creating spaces where they can connect, collaborate, and support one another.

- At the regional level, our Regional Representatives to Council worked hard to bring together the members in their regions, hosting regular online meetings for networking and sharing or to talk about specific topics that are important in the region.
- At the global level, we brought together members to collaborate in working groups and discussion groups on different topics that matter to our network. Our member, Plena International, hosted ten global self-advocacy meetings, bringing together voices from across the world to learn, share, and strengthen our advocacy. Member-led groups shaped important discussions on climate change, sexual and reproductive health, and humanitarian inclusion.
- We launched a new global Survivor Network. This network connects and support people who have lived or currently live in institutions. It offers a platform to share their experiences, advocate for their rights, and contribute to the ongoing work of deinstitutionalisation.

### **Projects and Programmes**

Our projects and programmes give our members access to the resources and technical support they need to do work on topics that are important to them. The projects also help to provide evidence of good practices which can be replicated and used in different contexts and countries. Together they provide a body of information and knowledge which informs the work of our network.

In 2024 we received funding for projects working with our members. We have worked with our network to close institutions, for example, in Eastern Europe with Inclusion Europe and in Jordan with Humanity & Inclusion. Our work has helped people with intellectual disabilities live with dignity and independence in their communities.

Partnering with Women Enabled International, we've supported women with disabilities in Spain, the USA, Kenya, Fiji, and Indonesia in advocating for bodily autonomy and reproductive rights.

Inclusion International's programme structures work in the following key areas:

- Families Taking Action for Inclusion: This programme unites families who share common values of inclusion and supports Inclusion International members in their work with families.
- Catalyst for Inclusive Education: This programme is designed to assist our members with initiatives to build on larger education reform efforts, as well as to support the development of leaders to effectively introduce inclusive education.
- Empower Us: is Inclusion International's self-advocacy programme to support our members to develop self-advocate leadership. It is led by people with intellectual disabilities who are self-advocates. Through Empower Us, Inclusion International members are supported to grow their self-advocacy work through training for self-advocates and supporters, resources, mentorship, and other strategies based on the needs of the member organization.

### **Volunteers**

In addition to our small and dedicated staff team we would not be able to deliver our strategy without the passion, enthusiasm and hard work of our volunteers.

There are different ways that volunteers contribute to our work, for example by:

- Serving as Officers (Trustees) or as a member of our Council
- Acting as a subject matter expert supporting our global advocacy work or programme work

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**INCLUSION INTERNATIONAL**  
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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 DECEMBER 2024**

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The Trustees would like to thank all our volunteers, without whose efforts Inclusion International would have a significantly diminished global voice.

**Governance**

In the last year the Trustees have continued to ensure that our Governance arrangements are fit for purpose, using the principles in the Charity Commission code to drive the way we operate.

In 2024 we welcomed one new Trustee, Richard Bennett was co-opted to the board in June 2024. Co-opted Officers support our organisation to develop our strategy, oversee the performance of the organisation and help to promote, advocate for and develop our network. Richard is from the UK and has a lot of experience working with UK-based and international organisations.

**Fundraising**

Inclusion International does not currently raise funds in the traditional way for UK based charities, our income comes from our members, donations or project grants. Whilst the Trustees are aware of and support the requirements on charities, much of the guidance and regulation in this area does not apply to our activity.

**Financial Review**

Our income level in 2024 has been good. We have received a new grant from the Sage Foundation, a renewed organisational support grant from the Wellspring Foundation, and a donation from the Disability Opportunity Fund to name a few.

In 2024 we had three main sources of income, these were:

- Membership: Our members continued to support our work through the payment of fees (\$87,015) and Inclusion Fund voluntary contributions (\$34,529).
- Grant Income: Income from grants remained strong – we have received a total of \$1,225,249 in income from grants.
- Donations: We received a total of \$50,979 in donations from the Disability Opportunity Fund, Prisma Learners and Charities Trust.

The trustees would like to thank our members and funders for their support, without which we could not have delivered the successes we achieved in 2024.

**Some key points to note:**

- There was a surplus in 2024 of \$112,486. This was due to the timing of incoming grants. We received the whole amount from the Sage Foundation in November 2024, but the project doesn't begin until 1 January 2025.
- The trustees are very aware that Inclusion International relies on our members and grant funders to undertake the charity's work. Along with our staff team, we are working with them to try and reduce the risk of low income.
- As we work globally, our income is affected by changes in exchange rates. Where possible, we look to reduce this risk. Our policy is to hold most of our reserves (money we have in the bank) in US dollars.

**Reserves Policy**

The Designated Reserves are amounts of money set aside in one year's accounts, which can be spent in later years. In 2024 the Officers decided to spend some of our reserves as follows:

- Global Events Fund: preparation for the next World Congress in 2025.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 DECEMBER 2024**

The table below shows the total amount of money in each of our designated reserves at the end of 2023 and at the end of 2024.

| <u>Designated Reserves</u> | <u>31/12/2023</u> | <u>21/12/2024</u> |
|----------------------------|-------------------|-------------------|
| Equipment and Website      | 3,771             | 3,773             |
| Global Events              | 95,565            | 63,142            |
| Development Fund           | <u>84,481</u>     | <u>89,274</u>     |
| Total Designated Reserves  | 183,817           | 156,189           |

The table below shows the total amount of money in our reserves at the end of 2023 and 2024.

| <u>Total Funds Available</u> | <u>31/12/2023</u> | <u>21/12/2024</u> |
|------------------------------|-------------------|-------------------|
| Restricted Reserves          | 488,810           | 616,320           |
| Designated Reserves          | 183,817           | 156,189           |
| Unrestricted Reserves        | <u>153,936</u>    | <u>153,936</u>    |
| Total Reserves               | 826,563           | 926,445           |

Our policy has been to hold at least \$150,000 of unrestricted reserves – enough money to cover more than 6 months of non-programme expenditure. We have achieved this target. Going forward, the trustees will review whether this target is adequate again later in 2025.

### **Looking Ahead**

We have taken a very cautious view in our financial plans, but we remain optimistic that we will be able to secure new funding in 2025. The Trustees review income prospects on a regular basis and adjust our spending plans accordingly. Our current detailed financial plan for 2025 considers agreed funding arrangements and a prudent pipeline of new future funding. In 2024 we renewed a 3-year agreement for organisational support from the Wellspring Foundation.

The Trustees believe that Inclusion International will remain 'a going concern' over the next year – meaning that we will have enough money to keep the organisation going for another year.

### **Structure, Governance and Management**

#### **Constitution**

Inclusion International is registered as a charitable company limited by guarantee and was set up by a memorandum of association on 12 March 2004. The Council of Inclusion International approved updated articles of association on 1 December 2011 and 25 September 2014. In 2016, the Council was entrusted to update the constitution to reflect the changes to our membership rules. These changes were approved on 30 March 2017. In 2023 the Council voted to make changes to the constitution regarding the election and role of the Vice President. The company is a registered charity, number 1106715.

#### **Membership of Inclusion International is as follows:**

- Companies Act Members (as defined by the Companies Act): are the Council of Inclusion International for the period they hold office.
- Regions: are based on the continents of the world and boundaries defined from time-to-time by the Council. The Council may, in exceptional circumstances, establish regions based on published criteria. The regions will make their own membership arrangements and, where there is no functioning region, the secretariat will coordinate the full members in that region for membership purposes.??
- Full Members: family or self-advocacy based organisations, recognised as a national organisation or as an organisation responsible for bringing a country-level voice of families of persons with intellectual disabilities

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**INCLUSION INTERNATIONAL**  
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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 DECEMBER 2024**

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and/or self-advocates.

To qualify, full members must:

- accept and support the 'Statement of Unity'
- agree to meet all obligations of full membership, including the payments of such subscriptions as are determined by the Council
- participate in the affairs of the charity as a responsible voting member. Full members have voting rights at the General Assembly of Inclusion International. Where there is more than one full member in a country, those full members will agree how to share the vote and, in the absence of such agreement, equal fractional votes will be assigned to the constituent organisations.
- Affiliate Members: organisations with an interest in the affairs of persons with intellectual disabilities, or a self-advocacy or family organisation which, in either case, accepts and supports the 'Statement of Unity', but which does not meet all the requirements for full membership. Affiliated members have no voting rights at the General Assembly of Inclusion International.

- Individual Members: individuals who accept and support the 'Statement of Unity' and may be admitted as individual members without a vote. An individual member has the right to attend all meetings of the assembly.

**Trustees and Organisational Structure**

The following trustees served during the year 2024:

- Sue Swenson, President.
- Nagase Osamu, Secretary General.
- Lloyd Lewis, Treasurer.
- Luis Gabriel Villarreal Peralta, Vice President.
- Jyrki Pinomaa, Co-opted Officer.
- Richard Bennett, Co-opted Officer (co-opted 1st June 2024).

The current trustees are all experienced trustees of other organisations. The trustees are elected by the General Assembly of member organisations or appointed by the trustees.

The trustees met regularly online throughout 2024 to monitor our finances and work programme. Between meetings, other business is conducted by email.

Our global Council is elected by our members based on our five regions. Each region has two representatives, one of which is a self-advocate with an intellectual disability. The Council is a major link between our members and Inclusion International which ensures the mission, strategy and work of the charity is directly influenced by our members. The Council (whose members are the constitutional members of the organisation) held a virtual Council meeting in 2024.

Inclusion International works collaboratively with member organisations and with worldwide organisations like the United Nations, the World Bank and national development agencies which fund Inclusion International to undertake projects to further their work and influence.

The trustees delegate the day-to-day running of the charity to the Executive Director, Connie Laurin-Bowie and her team. In setting salaries for staff, the trustees consider a number of different factors including:

- the needs of its beneficiaries and members.
- funding available for the role if externally funded.
- the overall financial position of the organisation.
- the location of the role and the employment laws and employment market conditions in the country where the role is based.
- the need to attract the appropriate skills required to manage Inclusion International in a way that achieves its vision, mission and agreed strategy.

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**INCLUSION INTERNATIONAL**  
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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 DECEMBER 2024**

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**Risk Management**

The trustees regularly review the risks facing Inclusion International. The last review was carried out in November 2024 and identified the following main risks:

- Ensuring adequate income to continue our programme of work. We continue to seek new sources of funds and have a good track record in obtaining grant income. The Trustees are aware of the over reliance on a few large donors. The Trustees think that we need to:
  - Act to secure more funding to cover core costs
  - Ensure our core costs are spent in the best way to deliver our strategy.
- Loss of income from membership fees. Financial pressures on member organisations continue to be a risk to the level of fees and donations they have been prepared to make. The Trustees are either directly, or in conjunction with the Council and the Regions, staying in regular contact with our members.
- Reputational damage to the name of Inclusion International which could negatively impact our current and future income – we keep a close dialogue with current and future donors and partners. A specific risk was added for 2024 to monitor developments with the International Disability Alliance and provide regular updates throughout the year.
- Foreign exchange risk (our accounts are published in US dollars which is the currency of most of our income) – we will continue to monitor carefully and take such action as is sensible.
- Concerns about security and conflicts in some countries. In addition to the negative impact for our member organisations and people with disabilities in these countries, we know all too well that people with disabilities are proportionally worse off in conflict situations, it could further lead to loss of core income for us.
- Reliance on a very small and dedicated team of staff and volunteers to deliver our programme of work – we need to take action to ensure this risk is reduced as much as possible
- Ensuring the safeguarding of our staff, volunteers, partners and beneficiaries as our work develops – we must have appropriate policies and procedures in place.
- Failure of a major event/work due to natural or political crisis. A specific risk was added for 2024 in relation to World Congress planning to ensure appropriate planning and budgeting was set up to manage the event taking place in 2025.

The Board regularly reviews the mitigation against these risks.

**Plans for the Future**

To continue to be a strong and resilient organisation, in 2025 we will continue to build systems and processes to enable our global network to share resources and strategies, that align with our mission.

The key events happening in 2025 include our World Congress in Sharjah, UAE in September. Alongside the World Congress, we'll host the Self-Advocacy and Family Summits, focusing on the essential roles of self-advocates and families in our work. In connection with these events, we will also host our first in person General Assembly since 2018.

**Trustees' Responsibilities Statement**

The Trustees (who are also Directors of Inclusion International for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements, in accordance with applicable law and UK accounting standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law, the Trustees must not approve the financial statements unless they are satisfied they give a true and fair view of the state of affairs of the charitable company and the group, and of the incoming resources and application of resources, including the income and expenditure of the charitable group for that period. In preparing these financial statements, the trustees are required to:

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**INCLUSION INTERNATIONAL**  
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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 DECEMBER 2024**

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- select suitable accounting policies and then apply them consistently.
- observe the methods and principles in the Charities SORP.
- make judgments and accounting estimates that are reasonable and prudent.
- prepare the financial statements on the going concern basis, unless it is inappropriate to presume that the charitable group will continue in operation.

The Trustees are responsible for keeping adequate accounting records which are:

- sufficient to show and explain the charitable company and the group's transactions.
- disclose with reasonable accuracy at any time the financial position of the charitable group.
- enable them to ensure that the financial statements comply with the Companies Act 2006.

They are also responsible for safeguarding the assets of the charitable company and the group, and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

**Disclosure of information to auditors**

Each of the persons who are trustees at the time when this trustees' report is approved has confirmed that:

- so far as that trustee is aware, there is no relevant audit information of which the charitable group's auditors are unaware, and
- that trustee has taken all the steps that ought to have been taken as a trustee in order to be aware of any relevant audit information, and to establish that the charitable group's auditors are aware of that information.

Approved by order of the members of the board of Trustees and signed on their behalf by:



**Trustee** Lloyd Lewis

Date: 10 April 2025

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**INCLUSION INTERNATIONAL**  
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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF INCLUSION INTERNATIONAL**

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**OPINION**

We have audited the financial statements of Inclusion International (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 December 2024 which comprise the Consolidated Statement of Financial Activities, the Consolidated Balance Sheet, the Charity Balance Sheet, the Consolidated Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the Group's and of the parent charitable company's affairs as at 31 December 2024 and of the Group's incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

**BASIS FOR OPINION**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the Group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

**CONCLUSIONS RELATING TO GOING CONCERN**

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Group's or the parent charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF INCLUSION INTERNATIONAL**  
**(CONTINUED)**

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**OTHER INFORMATION**

The other information comprises the information included in the Annual Report other than the financial statements and our Auditors' Report thereon. The Trustees are responsible for the other information contained within the Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

**OPINION ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' Report has been prepared in accordance with applicable legal requirements.

**MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION**

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

We have nothing to report in respect of the following matters in relation to which Companies Act 2006 requires us to report to you if, in our opinion:

- the parent charitable company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' Report and from the requirement to prepare a Strategic Report.

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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF INCLUSION INTERNATIONAL**  
**(CONTINUED)**

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**RESPONSIBILITIES OF TRUSTEES**

As explained more fully in the Trustees' Responsibilities Statement, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the Group's and the parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the Group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

**AUDITORS' RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' Report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the charitable company through discussions with trustees and other management, and from our knowledge and experience of the charity sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charitable company, including the Companies Act 2006, Charities Act 2011 and taxation legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence;
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit; and
- we reviewed the minutes of Trustees' meetings to identify and references to non-compliances with laws and regulations

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**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF INCLUSION INTERNATIONAL**  
**(CONTINUED)**

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We assessed the susceptibility of the charitable company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we;

- tested journal entries to identify unusual transactions;
- evaluated the assumptions and judgements used by management within significant accounting estimates and assessed whether these indicated evidence of management bias; and
- performed audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims; and
- reviewing correspondence with relevant regulators such as the Charity Commission.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Auditors' Report.

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**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF INCLUSION INTERNATIONAL**  
**(CONTINUED)**

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**USE OF OUR REPORT**

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the charitable company's trustees, as a body, Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditors' Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

*Kelly Bretherick*

**Kelly Bretherick (Senior Statutory Auditor)**

for and on behalf of

**Peters Elworthy & Moore**

Chartered Accountants

Statutory Auditors

Salisbury House

Station Road

Cambridge

CB1 2LA

Date: 22 April 2025

**INCLUSION INTERNATIONAL**  
(A Company Limited by Guarantee)

**CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND  
EXPENDITURE ACCOUNT)  
FOR THE YEAR ENDED 31 DECEMBER 2024**

|                                                                     |           | Unrestricted<br>general<br>funds<br>2024 | Unrestricted<br>designated<br>funds<br>2024 | Restricted<br>funds<br>2024 | Total funds<br>2024 | Total funds<br>2023 |
|---------------------------------------------------------------------|-----------|------------------------------------------|---------------------------------------------|-----------------------------|---------------------|---------------------|
|                                                                     | Note      | \$                                       | \$                                          | \$                          | \$                  | \$                  |
| <b>INCOME FROM:</b>                                                 |           |                                          |                                             |                             |                     |                     |
| Donations                                                           | 2         | 172,514                                  | -                                           | -                           | 172,514             | 154,001             |
| Charitable activities                                               | 3,4       | 22,293                                   | -                                           | 1,223,221                   | 1,245,514           | 811,400             |
| Investment                                                          | 5         | 1,096                                    | -                                           | -                           | 1,096               | 885                 |
| Other income                                                        | 6         | -                                        | -                                           | 38,720                      | 38,720              | 16,816              |
| <b>TOTAL INCOME</b>                                                 |           | <b>195,903</b>                           | <b>-</b>                                    | <b>1,261,941</b>            | <b>1,457,844</b>    | <b>983,102</b>      |
| <b>EXPENDITURE ON:</b>                                              |           |                                          |                                             |                             |                     |                     |
| Charitable activities                                               | 7,8       | 144,186                                  | 55,209                                      | 1,145,339                   | 1,344,734           | 994,477             |
| <b>TOTAL EXPENDITURE</b>                                            |           | <b>144,186</b>                           | <b>55,209</b>                               | <b>1,145,339</b>            | <b>1,344,734</b>    | <b>994,477</b>      |
| <b>NET<br/>(EXPENDITURE)/INCOME</b>                                 |           | <b>51,717</b>                            | <b>(55,209)</b>                             | <b>116,602</b>              | <b>113,110</b>      | <b>(11,375)</b>     |
| Transfers between funds                                             | 14        | (38,489)                                 | 27,581                                      | 10,908                      | -                   | -                   |
| <b>NET MOVEMENT IN FUNDS<br/>BEFORE OTHER<br/>RECOGNISED LOSSES</b> |           | <b>13,228</b>                            | <b>(27,628)</b>                             | <b>127,510</b>              | <b>113,110</b>      | <b>(11,375)</b>     |
| <b>OTHER RECOGNISED<br/>LOSSES:</b>                                 |           |                                          |                                             |                             |                     |                     |
| Other gains/(losses)                                                | 14        | (13,228)                                 | -                                           | -                           | (13,228)            | (1,849)             |
| <b>NET MOVEMENT IN FUNDS</b>                                        |           | <b>-</b>                                 | <b>(27,628)</b>                             | <b>127,510</b>              | <b>99,882</b>       | <b>(13,224)</b>     |
| <b>RECONCILIATION OF<br/>FUNDS:</b>                                 |           |                                          |                                             |                             |                     |                     |
| Total funds brought forward                                         | 14        | 153,936                                  | 183,817                                     | 488,810                     | 826,563             | (839,787)           |
| Net movement in funds                                               | 14        | -                                        | (27,628)                                    | 127,510                     | 99,882              | (13,224)            |
| <b>TOTAL FUNDS CARRIED<br/>FORWARD</b>                              | <b>14</b> | <b>153,936</b>                           | <b>156,189</b>                              | <b>616,320</b>              | <b>926,445</b>      | <b>826,563</b>      |

The notes on pages 21 to 39 form part of these financial statements.

**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**  
**REGISTERED NUMBER: 05072000**

**CONSOLIDATED BALANCE SHEET**  
**AS AT 31 DECEMBER 2024**

|                                                | Note | 2024<br>\$       | 2023<br>\$     |
|------------------------------------------------|------|------------------|----------------|
| <b>CURRENT ASSETS</b>                          |      |                  |                |
| Debtors                                        | 12   | 235,647          | 58,020         |
| Cash at bank and in hand                       |      | 802,642          | 873,597        |
|                                                |      | <u>1,038,289</u> | <u>931,617</u> |
| Creditors: amounts falling due within one year | 13   | (111,844)        | (105,054)      |
| <b>NET CURRENT ASSETS</b>                      |      | <b>926,445</b>   | <b>826,563</b> |
| <b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>   |      | <b>926,445</b>   | <b>826,563</b> |
| <b>TOTAL NET ASSETS</b>                        |      | <b>926,445</b>   | <b>826,563</b> |
| <b>CHARITY FUNDS</b>                           |      |                  |                |
| Restricted funds                               | 14   | 616,320          | 488,810        |
| Unrestricted funds                             |      |                  |                |
| Designated funds                               | 14   | 156,189          | 183,817        |
| General funds                                  | 14   | 153,936          | 153,936        |
| Total unrestricted funds                       | 14   | 310,125          | 337,753        |
| <b>TOTAL FUNDS</b>                             |      | <b>926,445</b>   | <b>826,563</b> |

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

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

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:



**Trustee** Lloyd Lewis

Date: 10 April 2025

The notes on pages 19 to 38 form part of these financial statements.

**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**  
**REGISTERED NUMBER: 05072000**

**CHARITY BALANCE SHEET**  
**AS AT 31 DECEMBER 2024**

|                                                | Note | 2024<br>\$            | 2023<br>\$            |
|------------------------------------------------|------|-----------------------|-----------------------|
| <b>FIXED ASSETS</b>                            |      |                       |                       |
| Investments                                    | 11   | 1                     | 1                     |
|                                                |      | <u>1</u>              | <u>1</u>              |
| <b>CURRENT ASSETS</b>                          |      |                       |                       |
| Debtors                                        | 12   | 231,883               | 58,021                |
| Cash at bank and in hand                       |      | 798,762               | 871,592               |
|                                                |      | <u>1,030,645</u>      | <u>929,613</u>        |
| Creditors: amounts falling due within one year | 13   | (109,171)             | (105,055)             |
| <b>NET CURRENT ASSETS</b>                      |      | <u>921,474</u>        | 824,558               |
| <b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>   |      | <u>921,475</u>        | <u>824,559</u>        |
| <b>TOTAL NET ASSETS</b>                        |      | <u><u>921,475</u></u> | <u><u>824,559</u></u> |
| <b>CHARITY FUNDS</b>                           |      |                       |                       |
| Restricted funds                               | 14   | 616,320               | 488,810               |
| Unrestricted funds                             |      |                       |                       |
| Designated funds                               | 14   | 153,223               | 183,817               |
| General funds                                  | 14   | 151,932               | 151,932               |
| Total unrestricted funds                       | 14   | <u>305,155</u>        | <u>335,749</u>        |
| <b>TOTAL FUNDS</b>                             |      | <u><u>921,475</u></u> | <u><u>824,559</u></u> |

The charity's net movement in funds for the year was \$96,916 (2023 - \$(13,225)).

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

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

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**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**  
**REGISTERED NUMBER: 05072000**

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**CHARITY BALANCE SHEET (CONTINUED)**  
**AS AT 31 DECEMBER 2024**

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The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:



**Trustee** Lloyd Lewis

Date: 10 April 2025

The notes on pages 19 to 38 form part of these financial statements.

INCLUSION INTERNATIONAL  
(A Company Limited by Guarantee)

CONSOLIDATED STATEMENT OF CASH FLOWS  
FOR THE YEAR ENDED 31 DECEMBER 2024

|                                                         | Note | 2024<br>\$ | 2023<br>\$ |
|---------------------------------------------------------|------|------------|------------|
| <b>CASH FLOWS FROM OPERATING ACTIVITIES</b>             |      |            |            |
| Net cash used in operating activities                   | 16   | (72,051)   | 121,502    |
| <b>CASH FLOWS FROM INVESTING ACTIVITIES</b>             |      |            |            |
| Dividends, interests and rents from investments         |      | 1,096      | 885        |
| <b>NET CASH PROVIDED BY INVESTING ACTIVITIES</b>        |      | 1,096      | 885        |
| <b>CHANGE IN CASH AND CASH EQUIVALENTS IN THE YEAR</b>  |      | (70,955)   | 122,387    |
| Cash and cash equivalents at the beginning of the year  |      | 873,597    | 751,210    |
| <b>CASH AND CASH EQUIVALENTS AT THE END OF THE YEAR</b> | 17   | 802,642    | 873,597    |

The notes on pages 19 to 38 form part of these financial statements

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**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2024**

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**1. ACCOUNTING POLICIES**

**1.1 BASIS OF PREPARATION OF FINANCIAL STATEMENTS**

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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 Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Inclusion International meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The Consolidated Statement of Financial Activities (SOFA) and Consolidated Balance Sheet consolidate the financial statements of the charity and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

The charity has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own Statement of Financial Activities in these financial statements.

The functional and presentational currency is US dollars.

**1.2 BASIS OF CONSOLIDATION**

The financial statements consolidate the accounts of Inclusion International and its subsidiary undertaking, Inclusion International Trading Limited.

The Statement of Financial Activities for the year dealt with in the accounts of the charity showed net surplus of \$97,593 (2023 - deficit of \$13,224).

**1.3 COMPANY STATUS**

The charity is a company limited by guarantee. The members of the company are the Trustees named on page 1. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

**1.4 GOING CONCERN**

The Trustees have prepared forecasts through to December 2026 and considered the trading period beyond this. The Trustees have reviewed the cash requirements of the business and expected inflows.

Upon their review, the Trustees believe the charity will have sufficient resources to meet its liabilities as they fall due for the foreseeable future and therefore continue to adopt the going concern basis in preparing the financial statements.

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**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2024**

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**1. ACCOUNTING POLICIES (CONTINUED)**

**1.5 INCOME**

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Consolidated Statement of Financial Activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance Sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Membership income is recognised in the period to which it relates to. Any membership income received in advance is deferred.

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

**1.6 EXPENDITURE**

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 allocated on the portion of the asset's use.

Expenditure on raising funds includes all expenditure incurred by the Group to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Group's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

**1.7 FOREIGN CURRENCIES**

Monetary assets and liabilities denominated in foreign currencies are translated into dollars at rates of exchange ruling at the reporting date.

Transactions in foreign currencies are translated into dollars at the rate determined at the start of the accounting period. Where the actual exchange rate varies more than 10% from this rate, the exchange rate used in the book entry is amended.

Exchange gains and losses are recognised in the Consolidated Statement of Financial Activities.

**1.8 INVESTMENTS**

Investments in subsidiaries are valued at cost less provision for impairment.

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**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2024**

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**1. ACCOUNTING POLICIES (CONTINUED)**

**1.9 DEBTORS**

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

**1.10 CASH AT BANK AND IN HAND**

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

**1.11 LIABILITIES AND PROVISIONS**

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Consolidated Statement of Financial Activities as a finance cost.

**1.12 FINANCIAL INSTRUMENTS**

The Group only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

**1.13 OPERATING LEASES**

Rentals paid under operating leases are charged to the Consolidated Statement of Financial Activities on a straight-line basis over the lease term.

**1.14 PENSIONS**

The charity contributes to the statutory government backed pension plan (NEST) for its UK based employees. Contributions are charged to the profit and loss account as incurred.

INCLUSION INTERNATIONAL  
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024

1. ACCOUNTING POLICIES (CONTINUED)

1.15 FUND ACCOUNTING

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Group and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Group for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

2. INCOME FROM DONATIONS AND LEGACIES

|                   | Unrestricted<br>funds<br>2024<br>\$ | Total<br>funds<br>2024<br>\$ | Total<br>funds<br>2023<br>\$ |
|-------------------|-------------------------------------|------------------------------|------------------------------|
| Donations         | 50,970                              | 50,970                       | 25,930                       |
| Membership income | 87,015                              | 87,015                       | 79,030                       |
| Inclusion Fund    | 34,529                              | 34,529                       | 49,041                       |
|                   | <u>172,514</u>                      | <u>172,514</u>               | <u>154,001</u>               |
| TOTAL 2023        | <u>154,001</u>                      | <u>154,001</u>               |                              |

3. INCOME FROM CHARITABLE ACTIVITIES

|                     | Unrestricted<br>funds<br>2024<br>\$ | Restricted<br>funds<br>2024<br>\$ | Total<br>funds<br>2024<br>\$ | Total<br>funds<br>2023<br>\$ |
|---------------------|-------------------------------------|-----------------------------------|------------------------------|------------------------------|
| Grants for projects | 2,028                               | 1,223,221                         | 1,225,249                    | 811,400                      |
|                     | <u>-</u>                            | <u>811,400</u>                    | <u>811,400</u>               |                              |
| TOTAL 2023          | <u>-</u>                            | <u>811,400</u>                    | <u>811,400</u>               |                              |

INCLUSION INTERNATIONAL  
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024

4. INCOME FROM OTHER TRADING ACTIVITIES

Income from non charitable trading activities

|                                     | Unrestricted<br>funds<br>2024<br>\$ | Total<br>funds<br>2024<br>\$ | Total<br>funds<br>2023<br>\$ |
|-------------------------------------|-------------------------------------|------------------------------|------------------------------|
| Activities of Inclusion Trading Ltd | 20,265                              | 20,265                       | -                            |

5. INVESTMENT INCOME

|               | Unrestricted<br>funds<br>2024<br>\$ | Total<br>funds<br>2024<br>\$ | Total<br>funds<br>2023<br>\$ |
|---------------|-------------------------------------|------------------------------|------------------------------|
| Bank interest | 1,096                               | 1,096                        | 885                          |
| TOTAL 2023    | 885                                 | 885                          |                              |

6. OTHER INCOMING RESOURCES

|            | Unrestricted<br>funds<br>2024<br>\$ | Restricted<br>funds<br>2024<br>\$ | Total<br>funds<br>2024<br>\$ | Total<br>funds<br>2023<br>\$ |
|------------|-------------------------------------|-----------------------------------|------------------------------|------------------------------|
| Services   | -                                   | 38,720                            | 38,720                       | 16,816                       |
| TOTAL 2023 | 8,500                               | 8,316                             | 16,816                       |                              |

INCLUSION INTERNATIONAL  
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024

7. EXPENDITURE - TRADING ACTIVITIES

|                        | Unrestricted<br>funds<br>2024<br>\$ | Total<br>funds<br>2024<br>\$ | Total<br>funds<br>2023<br>\$ |
|------------------------|-------------------------------------|------------------------------|------------------------------|
| Other trading expenses | 2,500                               | 2,500                        | -                            |

|                         | Unrestricted<br>funds<br>2024<br>\$ | Total<br>funds<br>2024<br>\$ | Total<br>funds<br>2023<br>\$ |
|-------------------------|-------------------------------------|------------------------------|------------------------------|
| Administration expenses | 6,095                               | 6,095                        | -                            |

**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2024**

**8. ANALYSIS OF EXPENDITURE BY ACTIVITIES**

|                       | Activities<br>undertaken<br>directly<br>2024<br>\$ | Support<br>costs<br>2024<br>\$ | Total<br>funds<br>2024<br>\$ | Total<br>funds<br>2023<br>\$ |
|-----------------------|----------------------------------------------------|--------------------------------|------------------------------|------------------------------|
| Charitable activities | 1,308,387                                          | 27,752                         | 1,336,139                    | 994,478                      |
|                       | <u>973,446</u>                                     | <u>21,032</u>                  | <u>994,478</u>               |                              |
| TOTAL 2023            |                                                    |                                |                              |                              |

Expenditure on charitable activities was \$1,344,734 (2023 - \$994,477) of which \$144,186 (2023 - \$90,223) was unrestricted, \$27,581 (2023 - \$4,594) was designated and \$1,145,339 (2023 - \$899,600) was restricted.

**ANALYSIS OF DIRECT COSTS**

|                            | Activities<br>2024<br>\$ | Total<br>funds<br>2024<br>\$ | Total<br>funds<br>2023<br>\$ |
|----------------------------|--------------------------|------------------------------|------------------------------|
| Staff costs                | 368,188                  | 368,188                      | 333,714                      |
| Consultancy                | 309,250                  | 309,250                      | 272,638                      |
| Insurance                  | 2,579                    | 2,579                        | 2,386                        |
| General expenses           | 33,685                   | 33,685                       | 23,159                       |
| Publications and printing  | 2,749                    | 2,749                        | 3,009                        |
| Rent                       | 22,676                   | 22,676                       | 20,424                       |
| Computer consumables       | 28,916                   | 28,916                       | 13,931                       |
| Telephone and internet     | 2,611                    | 2,611                        | 8,826                        |
| Translation expenses       | 13,884                   | 13,884                       | 11,832                       |
| Travel and accommodation   | 164,638                  | 164,638                      | 118,844                      |
| Project costs              | 354,550                  | 354,550                      | 159,904                      |
| Legal costs                | 25                       | 25                           | 219                          |
| Website and communications | 4,636                    | 4,636                        | 4,560                        |
|                            | <u>1,308,387</u>         | <u>1,308,387</u>             | <u>973,446</u>               |
| TOTAL 2024                 |                          |                              |                              |
|                            | <u>973,446</u>           | <u>973,446</u>               |                              |
| TOTAL 2023                 |                          |                              |                              |

INCLUSION INTERNATIONAL  
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024

8. ANALYSIS OF EXPENDITURE BY ACTIVITIES (CONTINUED)

ANALYSIS OF SUPPORT COSTS

|                   | Activities<br>2024<br>\$ | Total<br>funds<br>2024<br>\$ | Total<br>funds<br>2023<br>\$ |
|-------------------|--------------------------|------------------------------|------------------------------|
| Audit fees        | 24,881                   | 24,881                       | 19,302                       |
| Accountancy fees  | 2,871                    | 2,871                        | 1,730                        |
| <b>TOTAL 2024</b> | <u>27,752</u>            | <u>27,752</u>                | <u>21,032</u>                |
| <b>TOTAL 2023</b> | <u>21,032</u>            | <u>21,032</u>                |                              |

9. AUDITORS' REMUNERATION

|                                                                                                   | 2024<br>\$   | 2023<br>\$   |
|---------------------------------------------------------------------------------------------------|--------------|--------------|
| Fees payable to the charity's auditor for the audit of the charity's annual accounts              | 18,087       | 17,320       |
| Fees payable to the charity's auditor in respect of:<br>All non-audit services not included above | <u>6,456</u> | <u>3,654</u> |

INCLUSION INTERNATIONAL  
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024

10. STAFF COSTS

|                                                      | Group<br>2024<br>\$ | Group<br>2023<br>\$ | Company<br>2024<br>\$ | Company<br>2023<br>\$ |
|------------------------------------------------------|---------------------|---------------------|-----------------------|-----------------------|
| Wages and salaries                                   | 334,482             | 309,870             | 334,482               | 309,870               |
| Social security costs                                | 27,927              | 18,816              | 27,927                | 18,816                |
| Contribution to defined contribution pension schemes | 5,779               | 5,028               | 5,779                 | 5,028                 |
|                                                      | <u>368,188</u>      | <u>333,714</u>      | <u>368,188</u>        | <u>333,714</u>        |

There were no settlement payments made to employees during 2024 (2023: nil).

The average number of persons employed by the charity during the year was as follows:

|           | Group<br>2024<br>No. | Group<br>2023<br>No. | Company<br>2024<br>No. | Company<br>2023<br>No. |
|-----------|----------------------|----------------------|------------------------|------------------------|
| Employees | <u>5</u>             | <u>4</u>             | <u>5</u>               | <u>4</u>               |

The number of employees whose employee benefits (excluding employer pension costs) exceeded \$60,000 was:

|                                   | Group<br>2024<br>No. | Group<br>2023<br>No. |
|-----------------------------------|----------------------|----------------------|
| In the band \$140,001 - \$150,000 | 1                    | 1                    |

During the year expenses of \$12,292 (2023 - \$2,043) were reimbursed to five (2023 - one) trustees, in relation to travel, accomodation and other costs.

No remuneration was paid to trustees during the period in accordance with the Articles of Association.

The key management personnel of the charity comprises the trustees, the Executive Director and Programmes and Network Development Director of the charity. The total employee benefits of the key management personnel of the charity were \$221,243 (2023 - \$250,047).

INCLUSION INTERNATIONAL  
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024

11. FIXED ASSET INVESTMENTS

|                     | Investments<br>in<br>subsidiary<br>companies<br>\$ |
|---------------------|----------------------------------------------------|
| CHARITY             |                                                    |
| COST OR VALUATION   |                                                    |
| At 1 January 2024   | 1                                                  |
| AT 31 DECEMBER 2024 | 1                                                  |

PRINCIPAL SUBSIDIARIES

The following was a subsidiary undertaking of the charity:

| Name                      | Company<br>number | Holding | Included in<br>consolidation |
|---------------------------|-------------------|---------|------------------------------|
| Inclusion Trading Limited | 10706721          | 100%    | Yes                          |

The financial results of the subsidiary for the year were:

| Name                      | Income<br>\$ | Expenditure<br>\$ | Net assets<br>\$ |
|---------------------------|--------------|-------------------|------------------|
| Inclusion Trading Limited | 20,265       | 20,265            | 2,005            |

INCLUSION INTERNATIONAL  
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024

12. DEBTORS

|                            | Group<br>2024<br>\$ | Group<br>2023<br>\$ | Company<br>2024<br>\$ | Company<br>2023<br>\$ |
|----------------------------|---------------------|---------------------|-----------------------|-----------------------|
| <b>DUE WITHIN ONE YEAR</b> |                     |                     |                       |                       |
| Trade debtors              | 235,647             | 58,020              | 231,882               | 58,020                |
| Prepayments                | -                   | -                   | 1                     | 1                     |
|                            | <u>235,647</u>      | <u>58,020</u>       | <u>231,883</u>        | <u>58,021</u>         |

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

|                                    | Group<br>2024<br>\$ | Group<br>2023<br>\$ | Company<br>2024<br>\$ | Company<br>2023<br>\$ |
|------------------------------------|---------------------|---------------------|-----------------------|-----------------------|
| Bank overdrafts                    | 3,520               | -                   | 3,520                 | -                     |
| Trade creditors                    | 12,978              | -                   | 11,998                | -                     |
| Amounts owed to group undertakings | -                   | -                   | 1                     | 1                     |
| Accruals                           | 95,346              | 105,054             | 93,652                | 105,054               |
|                                    | <u>111,844</u>      | <u>105,054</u>      | <u>109,171</u>        | <u>105,055</u>        |

**INCLUSION INTERNATIONAL**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2024**

**14. STATEMENT OF FUNDS**

**STATEMENT OF FUNDS - CURRENT YEAR**

|                                      | Balance at 1<br>January<br>2024<br>\$ | Income<br>\$   | Expenditure<br>\$ | Transfers<br>in/out<br>\$ | Gains/<br>(Losses)<br>\$ | Balance at<br>31<br>December<br>2024<br>\$ |
|--------------------------------------|---------------------------------------|----------------|-------------------|---------------------------|--------------------------|--------------------------------------------|
| <b>UNRESTRICTED FUNDS</b>            |                                       |                |                   |                           |                          |                                            |
| <b>DESIGNATED FUNDS</b>              |                                       |                |                   |                           |                          |                                            |
| Equipment and website                | 3,773                                 | -              | -                 | -                         | -                        | 3,773                                      |
| Global event                         | 95,564                                | -              | (32,422)          | -                         | -                        | 63,142                                     |
| Development fund                     | 84,480                                | -              | (22,787)          | 27,581                    | -                        | 89,274                                     |
|                                      | <u>183,817</u>                        | <u>-</u>       | <u>(55,209)</u>   | <u>27,581</u>             | <u>-</u>                 | <u>156,189</u>                             |
| <b>GENERAL FUNDS</b>                 |                                       |                |                   |                           |                          |                                            |
| General Funds - all funds            | 151,932                               | 175,638        | (123,921)         | (38,489)                  | (13,228)                 | 151,932                                    |
| Subsidiary                           | 2,004                                 | 20,265         | (20,265)          | -                         | -                        | 2,004                                      |
|                                      | <u>153,936</u>                        | <u>195,903</u> | <u>(144,186)</u>  | <u>(38,489)</u>           | <u>(13,228)</u>          | <u>153,936</u>                             |
| <b>TOTAL UNRESTRICTED FUNDS</b>      | <u>337,753</u>                        | <u>195,903</u> | <u>(199,395)</u>  | <u>(10,908)</u>           | <u>(13,228)</u>          | <u>310,125</u>                             |
| <b>RESTRICTED FUNDS</b>              |                                       |                |                   |                           |                          |                                            |
| DRG Review                           | -                                     | 1,653          | (1,653)           | -                         | -                        | -                                          |
| ECW                                  | -                                     | 146,000        | (146,000)         | -                         | -                        | -                                          |
| HI - Jordan                          | -                                     | 73,296         | (73,296)          | -                         | -                        | -                                          |
| IDA - Project Coordinator 2024       | -                                     | 12,000         | (12,000)          | -                         | -                        | -                                          |
| IDA - Global Disability Summit (GDS) | -                                     | 3,800          | (3,545)           | -                         | -                        | 255                                        |

**INCLUSION INTERNATIONAL**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2024**

**14. STATEMENT OF FUNDS (CONTINUED)**

**STATEMENT OF FUNDS - CURRENT YEAR (continued)**

|                                            | Balance at 1<br>January<br>2024<br>\$ | Income<br>\$            | Expenditure<br>\$         | Transfers<br>in/out<br>\$ | Gains/<br>(Losses)<br>\$ | Balance at<br>31<br>December<br>2024<br>\$ |
|--------------------------------------------|---------------------------------------|-------------------------|---------------------------|---------------------------|--------------------------|--------------------------------------------|
| International<br>Rescue<br>Committee (IRC) | -                                     | 79,764                  | (79,764)                  | -                         | -                        | -                                          |
| LIR Services IDA                           | -                                     | -                       | (769)                     | 769                       | -                        | -                                          |
| LIR Services<br>Saraki                     | -                                     | 1,848                   | (1,848)                   | -                         | -                        | -                                          |
| LIR Services<br>UNPRPD                     | -                                     | -                       | (9,146)                   | 9,146                     | -                        | -                                          |
| Listen Include<br>Respect                  | 160                                   | 35,221                  | (36,374)                  | 993                       | -                        | -                                          |
| Sage Foundation                            | -                                     | 100,000                 | -                         | -                         | -                        | 100,000                                    |
| Sightsavers -<br>Cameroon                  | -                                     | 7,639                   | (7,639)                   | -                         | -                        | -                                          |
| State Department<br>- Eastern Europe       | -                                     | 356,000                 | (279,976)                 | -                         | -                        | 76,024                                     |
| State Department<br>2021 - 2025            | -                                     | 165,229                 | (162,463)                 | -                         | -                        | 2,766                                      |
| Wellspring (old)<br>2021-2024              | 188,650                               | -                       | (188,650)                 | -                         | -                        | -                                          |
| Wellspring 2024-<br>2027                   | -                                     | 274,991                 | (137,716)                 | -                         | -                        | 137,275                                    |
| Women Enable                               | -                                     | 4,500                   | (4,500)                   | -                         | -                        | -                                          |
| General Support                            | 300,000                               | -                       | -                         | -                         | -                        | 300,000                                    |
|                                            | <u>488,810</u>                        | <u>1,261,941</u>        | <u>(1,145,339)</u>        | <u>10,908</u>             | <u>-</u>                 | <u>616,320</u>                             |
| <b>TOTAL OF<br/>FUNDS</b>                  | <u><b>826,563</b></u>                 | <u><b>1,457,844</b></u> | <u><b>(1,344,734)</b></u> | <u><b>-</b></u>           | <u><b>(13,228)</b></u>   | <u><b>926,445</b></u>                      |

Charity-only funds at the year end are \$921,475 (2023 - \$824,559). This represents the balances listed above excluding the reserves balance of the trading subsidiary company, Inclusion Trading Ltd.

Gains/(losses) in the year are as a result of the foreign currency translation of transactions.

**INCLUSION INTERNATIONAL**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2024**

**14. STATEMENT OF FUNDS (CONTINUED)**

**STATEMENT OF FUNDS - PRIOR YEAR**

|                                 | Balance at<br>1 January<br>2023<br>\$ | Income<br>\$   | Expenditure<br>\$ | Transfers<br>in/out<br>\$ | Gains/<br>(Losses)<br>\$ | Balance at<br>31<br>December<br>2023<br>\$ |
|---------------------------------|---------------------------------------|----------------|-------------------|---------------------------|--------------------------|--------------------------------------------|
| <b>UNRESTRICTED FUNDS</b>       |                                       |                |                   |                           |                          |                                            |
| <b>DESIGNATED FUNDS</b>         |                                       |                |                   |                           |                          |                                            |
| Equipment and website           | 7,571                                 | -              | (3,798)           | -                         | -                        | 3,773                                      |
| Global event                    | 55,708                                | 9,991          | (796)             | 30,661                    | -                        | 95,564                                     |
| Development fund                | 53,819                                | -              | -                 | 30,661                    | -                        | 84,480                                     |
|                                 | <u>117,098</u>                        | <u>9,991</u>   | <u>(4,594)</u>    | <u>61,322</u>             | <u>-</u>                 | <u>183,817</u>                             |
| <b>GENERAL FUNDS</b>            |                                       |                |                   |                           |                          |                                            |
| Unrestricted funds              | 151,931                               | 153,395        | (90,223)          | (61,322)                  | (1,849)                  | 151,932                                    |
| Subsidiary                      | 2,004                                 | -              | -                 | -                         | -                        | 2,004                                      |
|                                 | <u>153,935</u>                        | <u>153,395</u> | <u>(90,223)</u>   | <u>(61,322)</u>           | <u>(1,849)</u>           | <u>153,936</u>                             |
| <b>TOTAL UNRESTRICTED FUNDS</b> | <u>271,033</u>                        | <u>163,386</u> | <u>(94,817)</u>   | <u>-</u>                  | <u>(1,849)</u>           | <u>337,753</u>                             |
| <b>RESTRICTED FUNDS</b>         |                                       |                |                   |                           |                          |                                            |
| HI - Jordan                     | -                                     | 72,143         | (72,143)          | -                         | -                        | -                                          |
| Wellspring                      | 108,000                               | 324,982        | (244,332)         | -                         | -                        | 188,650                                    |
| Women Enable                    | -                                     | 6,750          | (6,750)           | -                         | -                        | -                                          |
| Open Society Foundation (III)   | 146,645                               | -              | (146,645)         | -                         | -                        | -                                          |
| Sightsavers - Cameroon          | -                                     | 2,412          | (2,412)           | -                         | -                        | -                                          |
| Sightsavers - Wish              | -                                     | 3,740          | (3,740)           | -                         | -                        | -                                          |

**INCLUSION INTERNATIONAL**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2024**

**14. STATEMENT OF FUNDS (CONTINUED)**

**STATEMENT OF FUNDS - PRIOR YEAR (CONTINUED)**

|                                   | Balance at<br>1 January<br>2023<br>\$ | Income<br>\$   | Expenditure<br>\$ | Transfers<br>in/out<br>\$ | Gains/<br>(Losses)<br>\$ | Balance at<br>31<br>December<br>2023<br>\$ |
|-----------------------------------|---------------------------------------|----------------|-------------------|---------------------------|--------------------------|--------------------------------------------|
| Listen Include Respect            | -                                     | 8,316          | (8,156)           | -                         | -                        | 160                                        |
| The World Bank - 3                | -                                     | 9,980          | (9,980)           | -                         | -                        | -                                          |
| The World Bank                    | -                                     | 21,878         | (21,878)          | -                         | -                        | -                                          |
| DRF Guidelines                    | 10,887                                | -              | (10,887)          | -                         | -                        | -                                          |
| IDA/MFA Finland                   | 3,222                                 | 87,120         | (90,342)          | -                         | -                        | -                                          |
| International Rescue Committee    | -                                     | 10,890         | (10,890)          | -                         | -                        | -                                          |
| General Support                   | 300,000                               | -              | -                 | -                         | -                        | 300,000                                    |
| State Department - Eastern Europe | -                                     | 26,760         | (26,760)          | -                         | -                        | -                                          |
| IDA/ECW                           | -                                     | 120,000        | (120,000)         | -                         | -                        | -                                          |
| Local Projects                    | -                                     | 124,745        | (124,745)         | -                         | -                        | -                                          |
|                                   | <u>568,754</u>                        | <u>819,716</u> | <u>(899,660)</u>  | <u>-</u>                  | <u>-</u>                 | <u>488,810</u>                             |
| <b>TOTAL OF FUNDS</b>             | <u>839,787</u>                        | <u>983,102</u> | <u>(994,477)</u>  | <u>-</u>                  | <u>(1,849)</u>           | <u>826,563</u>                             |

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**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2024**

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**14. STATEMENT OF FUNDS (CONTINUED)**

The purposes of the designated funds are as follows:

Equipment and website

To set aside funds for future equipment purchases.

Global Event

Funding for global events (Council, General Assemblies, a future World Congress).

Development fund

Funding for future organisational and regional development.

The purposes of the restricted funds are as follows:

Wellspring

To strengthen activism by connecting people, communities and organizations to take action for inclusion, and to build partnerships on key issues to advance advocacy; improve capacity and effectiveness of our impact.

Open Society Foundation

To build the capacity of Inclusion International to identify key issues of discrimination, and to develop tools for self-advocacy and family organisations to use in implementing inclusion.

The World Bank

To document the successes of community-led and family centred approaches for mobilising inclusive education advocacy in Africa and Latin America. To create relevant guides and knowledge materials to support the effectiveness of inclusive education advocacy in communities.

DRF Guidelines

To organise consultations with self-advocates to review the draft Guidelines on Deinstitutionalization, and to develop an accessible version of the guidelines.

IDA/MFA Finland

To build and launch the Listen Include Respect website, including practical guidelines on inclusive participation and the creation of training modules on inclusive participation.

International Rescue Committee

This funding was used to increase understanding of Gender Based Violence (GBV) among women and adolescent girls with intellectual disabilities in Kenya and Lebanon.

Open Society Foundation General Support

To provide general support to the work of Inclusion International.

Listen Include Respect

Listen Include Respect helps organisations understand how to include people with intellectual disabilities in their work. Inclusion International is working with Down Syndrome International to develop guidelines on how organisations can make sure their work is inclusive so that people with an intellectual disability can fully take part.

Local Projects

To promote the implementation of the UNCRPD and in particular article 24 and to empower people with disabilities to become active, contributing members of their communities. The transfer relates to a management fee Inclusion International were entitled to for overseeing the project.

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**INCLUSION INTERNATIONAL**  
(A Company Limited by Guarantee)

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2024**

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**14. STATEMENT OF FUNDS (CONTINUED)**

**Women Enable**

This project seeks to bring a gender perspective to the understanding of the guarantee (or lack of) of the right to legal capacity through the context of sexual and reproductive health and rights (SRHR) and its consequences for women and gender-diverse persons with intellectual and psychosocial disabilities in Indonesia, Kenya, Spain, and the United States of America (USA).

**Sightsavers Cameroon**

This is a consultancy on citizenship and political participation of people with intellectual disability in Cameroon.

**Sightsavers Wish**

This is a technical review of training resources and production of videos for the Women's Integrated Sexual Health (WISH) programme.

**The World Bank, December 3rd Event**

This funding was used to celebrate the International Day of Persons with Disabilities and promote awareness amongst World Bank staff.

**Education Cannot Wait (ECW)**

This project aims to improve access to inclusive education for children with disabilities in emergency situations. The project brings together organisations of persons with disabilities at the local, national, and regional level in Colombia and Niger.

**State Department Eastern Europe:**

As of 31.12./2024 there was a remaining balance in the fund in the amount of \$76,024. The grant contract was terminated on 7 March 2025 by the donor, the new administration in the USA. We are waiting for instructions about how to treat the remaining funds.

**Sage Foundation**

This project seeks to address the exclusion of people with intellectual disabilities and their families from the care and support space, transforming the dialogue on care reform from its sole focus on care to a broader and more inclusive care and support approach rooted in the rights of persons with disabilities, with focus on the most marginalized groups.

**IDA Global Disability Summit**

This funding is for Inclusion International's technical support in the development of the Global Disability Inclusion Report.

**IDA Project Coordinator**

Project management in Africa.

**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2024**

**15. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

**ANALYSIS OF NET ASSETS BETWEEN FUNDS - CURRENT PERIOD**

|                               | Unrestricted<br>funds<br>2024<br>\$ | Restricted<br>funds<br>2024<br>\$ | Total<br>funds<br>2024<br>\$ |
|-------------------------------|-------------------------------------|-----------------------------------|------------------------------|
| Current assets                | 421,969                             | 616,320                           | 1,038,289                    |
| Creditors due within one year | (111,844)                           | -                                 | (111,844)                    |
| <b>TOTAL</b>                  | <b>310,125</b>                      | <b>616,320</b>                    | <b>926,445</b>               |

**ANALYSIS OF NET ASSETS BETWEEN FUNDS - PRIOR PERIOD**

|                               | Unrestricted<br>funds<br>2023<br>\$ | Restricted<br>funds<br>2023<br>\$ | Total<br>funds<br>2023<br>\$ |
|-------------------------------|-------------------------------------|-----------------------------------|------------------------------|
| Current assets                | 406,454                             | 525,163                           | 931,617                      |
| Creditors due within one year | (68,701)                            | (36,353)                          | (105,054)                    |
| <b>TOTAL</b>                  | <b>337,753</b>                      | <b>488,810</b>                    | <b>826,563</b>               |

**16. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES**

|                                                                                  | Group<br>2024<br>\$ | Group<br>2023<br>\$ |
|----------------------------------------------------------------------------------|---------------------|---------------------|
| Net income/expenditure for the period (as per Statement of Financial Activities) | 113,110             | (11,376)            |
| <b>ADJUSTMENTS FOR:</b>                                                          |                     |                     |
| Foreign exchange movements                                                       | (13,228)            | (1,849)             |
| Dividends, interests and rents from investments                                  | (1,096)             | (885)               |
| Decrease/(increase) in debtors                                                   | (177,627)           | 125,468             |
| Increase in creditors                                                            | 6,790               | 10,144              |
| <b>NET CASH PROVIDED BY/(USED IN) OPERATING ACTIVITIES</b>                       | <b>(72,051)</b>     | <b>121,502</b>      |

**INCLUSION INTERNATIONAL**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2024**

**17. ANALYSIS OF CASH AND CASH EQUIVALENTS**

|                                        | <b>Group<br/>2024</b> | Group<br>2023 |
|----------------------------------------|-----------------------|---------------|
|                                        | \$                    | \$            |
| Cash in hand                           | <b>802,642</b>        | 873,597       |
| <b>TOTAL CASH AND CASH EQUIVALENTS</b> | <b>802,642</b>        | 873,597       |

**18. ANALYSIS OF CHANGES IN NET DEBT**

|                                     | <b>At 1<br/>January<br/>2024</b> | <b>Cash flows</b> | <b>At 31<br/>December<br/>2024</b> |
|-------------------------------------|----------------------------------|-------------------|------------------------------------|
|                                     | \$                               | \$                | \$                                 |
| Cash at bank and in hand            | <b>873,597</b>                   | <b>(70,955)</b>   | <b>802,642</b>                     |
| Bank overdrafts repayable on demand | -                                | <b>(3,520)</b>    | <b>(3,520)</b>                     |
|                                     | <b>873,597</b>                   | <b>(74,475)</b>   | <b>799,122</b>                     |

**19. PENSION COMMITMENTS**

The company pays in to the personal pension plan of five employees. The pension cost charge represents contributions payable by the company and amounted to \$5,779 (2023 - \$5,028).

**20. OPERATING LEASE COMMITMENTS**

At 31 December 2024 the Group and the company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

|                       | <b>Group<br/>2024</b> | Group<br>2023 | <b>Company<br/>2024</b> | Company<br>2023 |
|-----------------------|-----------------------|---------------|-------------------------|-----------------|
|                       | \$                    | \$            | \$                      | \$              |
| Not later than 1 year | <b>2,698</b>          | 3,406         | <b>2,698</b>            | -               |

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**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2024**

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**21. RELATED PARTY TRANSACTIONS**

The membership fees are considered to be in the course of normal operations.

During the year the charity received grant income of \$158,020 (2023 - \$207,120) from International Disability Alliance (IDA) in respect of two grants awarded to the charity in the year. The restrictions of these grants were in line with the charitable activities of Inclusion International. One of the charity's trustees is the treasurer of IDA.

**INCLUSION INTERNATIONAL**

England & Wales - Charity number 1106715

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# Accounts

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Registered number: 05072000  
Charity number: 1106715

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**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**

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**TRUSTEES' REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

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**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**

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**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**

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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

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|                                  |                                                                                                                                                                                                                                                                                    |
|----------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Trustees</b>                  | T J Gadd (resigned 31 March 2023)<br>J Innes (resigned 31 May 2024)<br>M Mapemba (resigned 28 February 2023)<br>N Osamu<br>J Pinomaa<br>S Swenson<br>L Lewis (appointed 1 April 2023)<br>L G Villarreal Peralta (appointed 2 February 2024)<br>A R Bennett (appointed 1 June 2024) |
| <b>Company registered number</b> | 05072000                                                                                                                                                                                                                                                                           |
| <b>Charity registered number</b> | 1106715                                                                                                                                                                                                                                                                            |
| <b>Registered office</b>         | The Foundry<br>17 Oval Way<br>London<br>SE11 5RR                                                                                                                                                                                                                                   |
| <b>Executive Director</b>        | Mrs C Laurin-Bowie                                                                                                                                                                                                                                                                 |
| <b>Independent auditors</b>      | Peters Elworthy & Moore<br>Chartered Accountants<br>Salisbury House<br>Station Road<br>Cambridge<br>CB1 2LA                                                                                                                                                                        |
| <b>Bankers</b>                   | NatWest Bank PLC<br>Hornchurch<br>Essex<br>RM12 4DF                                                                                                                                                                                                                                |

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## INCLUSION INTERNATIONAL

(A company limited by guarantee)

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### TRUSTEES' REPORT FOR THE YEAR ENDED 31 DECEMBER 2023

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#### About this report

The trustees (who are also directors of the company for the purposes of the Companies Act) present their annual report, together with the audited financial statements of Inclusion International (the company) for the year ended 31 December 2023.

The trustees confirm that the annual report and financial statements of the company comply with:

- the current statutory requirements
- the requirements of the company's governing document
- the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (second edition – October 2019, effective 1 January 2019). Since the company qualifies as small under section 383, the strategic report required of medium and large companies under The Companies Act 2006 (Strategic Report and Director's Report) Regulations 2013 is not required.

#### Objectives and activities

In setting objectives and planning the activities of Inclusion International, the trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit.

The charity's objectives are: "To advance the inclusion of persons with intellectual disability without regard to nationality, race or beliefs, by securing on their behalf from all possible sources the provision of residential, educational training, employment and support services".

To deliver its objectives, Inclusion International's strategy falls broadly into 3 themes:

##### Global Advocacy

- To provide a strong and representative voice of self-advocates and families at the UN and other global forums.
- Influencing global processes and ensuring efforts are responsive to the needs of families and self-advocates.
- Working with partners in the cross-disability and other human rights networks.

##### Connecting Members

- Support and develop regional networks.
- Create platforms (conferences/events/online and social media) for shared learning on priority issues.
- Mobilise network members on shared priority issues.
- Create spaces for shared learning and cooperation.

##### Projects and Programmes

- Support family and self-advocacy organisations to develop advocacy skills and strategies.
- Programme development to support country-led initiatives informed by global knowledge.
- To develop resource and tools for advocacy and communications.
- Lead projects which demonstrate good practice.

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## INCLUSION INTERNATIONAL

(A company limited by guarantee)

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### TRUSTEES' REPORT FOR THE YEAR ENDED 31 DECEMBER 2023

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#### Global advocacy

Inclusion International's advocacy work was guided by global events and processes such as the war in Ukraine, and the development of the Deinstitutionalisation guidelines by the CRPD Committee. Some highlights from 2023 are:

- Our advocacy was instrumental in the adoption of the UN resolution on [easy-to-understand resolution](#). The resolution promotes easy-to-understand communication for accessibility of people with disabilities.
- At the [Conference of State Parties](#) (COSP), we participated and contributed to a well-attended event alongside the conference promoting easy-to-understand communication. This event helped promote our [Listen Include Respect](#) guidelines with governments and UN agencies.
- Our members provided key inputs to the Office of the High Commissioner on Human Rights (OHCHR) report on community support. The report will be published early next year with the aim to provide and share good practices on community-based support and care from all over the world.

#### Connecting Members

As a global network, connecting members and regions to each other to share experiences and learning from one another is an important part of what we do. In 2023, we helped members learn and share with each other by creating spaces where they can connect, collaborate, and support one another.

- At the regional level, our Regional Representatives to Council worked hard to bring together the members in their regions, hosting regular online meetings for networking and sharing or to talk about specific topics that are important in the region.
- At the global level, we brought together members to collaborate in working groups and discussion groups on different topics that matter to our network.
- We came together as a network to celebrate the first International Day of Care and Support.
- We released our updated plain language Statement of Unity.

#### Projects and Programmes

Our projects and programmes give our members access to the resources and technical support they need to do work on topics that are important to them. The projects also help to provide evidence of good practices which can be replicated and used in different contexts and countries. Together they provide a body of information and knowledge which informs the work of our network. In 2023 we received funding to start new projects working with our members in Angola, Zambia, Colombia, Niger, Hungary, Romania, Bulgaria, Albania, Slovakia, and Jordan.

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## INCLUSION INTERNATIONAL

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### TRUSTEES' REPORT FOR THE YEAR ENDED 31 DECEMBER 2023

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Inclusion International's programme structures work in the following key areas:

- **Families Taking Action for Inclusion:** This programme unites families who share common values of inclusion and supports Inclusion International members in their work with families.
- **Catalyst for Inclusive Education:** This programme is designed to assist our members with initiatives building on larger education reform efforts, as well as to support the development of leaders to effectively introduce inclusive education.
- **Empower Us:** is Inclusion International's self-advocacy programme to support our members to develop self-advocate leadership. It is led by people with intellectual disabilities who are self-advocates. Through Empower Us, Inclusion International members are supported to grow their self-advocacy work through training for self-advocates and supporters, resources, mentorship, and other strategies based on the needs of the member organization.

#### Volunteers

In addition to our small and dedicated staff team we would not be able to deliver our strategy without the passion, enthusiasm and hard work of a number of dedicated volunteers.

There are different ways that volunteers contribute to our work, for example by:

- Serving as Officers (Trustees) or as a member of our Council
- Acting as a subject matter expert supporting our global advocacy work or programme work

The Trustees would like to thank all our volunteers, without whose efforts Inclusion International would have a significantly diminished global voice.

#### Governance

In the last year the Trustees have continued to ensure that our Governance arrangements are fit for purpose, using the principles in the Charity Commission code to drive the way we operate.

In 2023 we welcomed two new Trustees, Lloyd Lewis was appointed as the new Treasurer of Inclusion International in April 2023. He is from the USA and is the CEO of the Arc Thrift Stores of Colorado, one of Colorado's largest employers with 1,700 employees. We have also elected a new Vice President, Luis Gabriel Villareal. He is from Colombia and has been a part of the network as a self-advocacy leader since in 2010.

#### Fundraising

Inclusion International does not currently raise funds in the traditional way for UK based charities, our income comes from our members, donations or project grants. Whilst the Trustees are aware of and support the requirements on charities, much of the guidance and regulation in this area does not apply to our activity. **In 2022 we engaged a fundraising expert to help us develop a new Fundraising Strategy. This process resulted in new fundraising priorities for 2023:**

- We have initiated the process of setting up an entity in the United States which could help us secure donations from American foundations and philanthropists.
- We have further developed the business model around providing services related to the use of the Listen Include Respect guidelines.

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## INCLUSION INTERNATIONAL

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### TRUSTEES' REPORT FOR THE YEAR ENDED 31 DECEMBER 2023

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#### Financial Review

Our income level in 2023 has been good. We have received new grants from Humanity and Inclusion, Sightsavers, Women Enable, Education Cannot Wait (UNICEF), International Rescue Committee and US State Department.

In 2023 we had three main sources of income, these were:

- **membership:** our members continued to support our work through the payment of fees (\$79,030) and Inclusion Fund contributions (\$49,041)
- **grant income:** income from grants remained strong – we have received a total of \$811,400 in income from grants.
- **donations:** we received a total of \$25,930 in donations from the Arc Thrift Stores of Colorado, Eric and Jaye Olafson Foundation and Charities Trust.

The trustees would like to thank our members and funders for their support, without which we could not have delivered the successes we achieved in 2023.

#### Some key points to note:

- There was a deficit in 2023 of \$13,224. That is because of the rules around income recognition, we received a grant from OSF in 2021 but the grant was to be spent over a two-year period until June 2023.
- The trustees are very aware that Inclusion International relies on our members and grant funders to undertake the charity's work. Along with our staff team, we are working with them to try and reduce the risk of low income, particularly at this time.
- As we work globally, our income is affected by changes in exchange rates. 2023 has been a hard year to predict exchange rate movements. Where possible, we look to reduce this risk. Our policy is to hold most of our reserves (money we have in the bank) in US dollars.

#### Reserves policy

The Designated Reserves are amounts of money set aside in one year's accounts, which can be spent in later years. In 2023 the Officers decided to spend some of our reserves as follows:

- **Equipment Fund:** We have spent money on laptops for staff members.
- **Global Events Fund:** We have spent money on fundraising activities in preparations for our next World Congress in 2025.

We have additionally put aside some money into designated reserves to be spent in 2024. The Officers have agreed to spend some of our reserves 2024 on the following:

- **Global Events Fund:** preparation for the next World Congress in 2025,
- **Development Fund:** income generating activities and extra support to the staff team and the Officers.

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**INCLUSION INTERNATIONAL**
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**TRUSTEES' REPORT  
FOR THE YEAR ENDED 31 DECEMBER 2023**


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The table below shows the total amount of money in each of our designated reserves at the end of 2022 and at the end of 2023.

| <b>Designated Reserves</b>       | <b>31/12/2022</b> | <b>31/12/2023</b> |
|----------------------------------|-------------------|-------------------|
| Equipment and Website            | \$7,571           | \$3,773           |
| Global Events                    | \$55,708          | \$95,564          |
| Development Fund                 | \$53,819          | \$84,480          |
| <b>Total Designated Reserves</b> | <b>\$117,098</b>  | <b>\$183,817</b>  |

The table below shows the total amount of money in our reserves at the end of 2022 and 2023.

| <b>Total Funds Available</b> | <b>31/12/2022</b> | <b>31/12/2023</b> |
|------------------------------|-------------------|-------------------|
| Restricted Reserves          | \$568,754         | \$488,810         |
| Designated Reserves          | \$117,097         | \$183,817         |
| Unrestricted Reserves        | \$151,931         | \$151,932         |
| <b>Total Reserves</b>        | <b>\$837,782</b>  | <b>\$824,559</b>  |

Our policy has been to hold at least \$150,000 of **unrestricted** reserves – enough money to cover more than 6 months of non-programme expenditure. We have achieved this target. Going forward, the trustees will review whether this target is adequate again later in 2024.

**Looking Ahead**

We have taken a very cautious view in our financial plans, but we remain optimistic that we will be able to secure new funding in 2024. The Trustees review income prospects on a regular basis and make adjustments to our spending plans accordingly. Our current detailed financial plan for 2024 takes into account agreed funding arrangements and a prudent pipeline of new future funding. In 2024 we have submitted a new 3-year proposal for organisational support from the Wellspring Foundation. We hope a new agreement can be signed within the next few months.

The Trustees believe that Inclusion International will remain 'a going concern' over the next year – meaning that we will have enough money to keep the organisation going for another year.

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## INCLUSION INTERNATIONAL

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### TRUSTEES' REPORT FOR THE YEAR ENDED 31 DECEMBER 2023

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## Structure, governance and management

### Constitution

Inclusion International is registered as a charitable company limited by guarantee, and was set up by a memorandum of association on 12 March 2004. The Council of Inclusion International approved updated articles of association on 1 December 2011 and 25 September 2014. In 2016, the Council was entrusted to update the constitution to reflect the changes to our membership rules. These changes were approved on 30 March 2017. In 2023 the Council voted to make changes to the constitution in regards to the election and role of the Vice President. The company is a registered charity, number 1106715.

Membership of Inclusion International is as follows:

- **Companies Act Members** (as defined by the Companies Act): are the Council of Inclusion International for the period they hold office.
- **Regions:** are based on the continents of the world and boundaries defined from time-to-time by the Council. The Council may, in exceptional circumstances, establish regions based on published criteria. The regions will make their own membership arrangements and, where there is no functioning region, the secretariat will coordinate the full members in that region for membership purposes.
- **Full members:** family or self-advocacy based organisations, recognised as a national organisation or as an organisation responsible for bringing a country-level voice of families of persons with intellectual disabilities and/or self-advocates. To qualify, full members must:
  - accept and support the 'statement of unity'
  - agree to meet all obligations of full membership, including the payments of such subscriptions as are determined by the council
  - participate in the affairs of the charity as a responsible voting member. Full members have voting rights at the general assembly of Inclusion International. Where there is more than one full member in a country, those full members will agree how to share the vote and, in the absence of such agreement, equal fractional votes will be assigned to the constituent organisations.
- **Affiliate members:** organisations with an interest in the affairs of persons with intellectual disabilities, or a self-advocacy or family organisation which, in either case, accepts and supports the 'statement of unity', but which does not meet all of the requirements for full membership. Affiliated members have no voting rights at the general assembly of Inclusion International.
- **Individual members:** individuals who accept and support the 'statement of unity' and may be admitted as individual members without a vote. An individual member has the right to attend any and all meetings of the assembly.

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## **INCLUSION INTERNATIONAL**

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### **TRUSTEES' REPORT FOR THE YEAR ENDED 31 DECEMBER 2023**

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#### **Trustees and Organisational Structure**

The following trustees served during the year 2023:

- Sue Swenson, President
- Nagase Osamu, Secretary General
- Tim Gadd, Treasurer (up to 31 March 2023)
- Lloyd Lewis, Treasurer (appointed on 1 April 2023)
- Luis Gabriel Villarreal Peralta, (appointed in September 2023)
- Jyrki Pinomaa, co-opted Officer
- Jimmy Innes, co-opted Officer

The current trustees are all experienced trustees of other organisations. The trustees are elected by the General Assembly of member organisations, or appointed by the trustees.

The trustees met regularly online throughout 2023 in order to monitor our finances and work programme. Between meetings, other business is conducted by email.

Our global Council is elected by our members based on our five regions. Each region has two representatives, one of which is a self-advocate with an intellectual disability. The Council is a major link between our members and Inclusion International which ensures the mission, strategy and work of the charity is directly influenced by our members. The Council (whose members are the constitutional members of the organisation) held a virtual Council meeting in 2023. The Council verified the selection of the site of the next World Congress which will be held in Sharjah, UAE in 2025.

Inclusion International works collaboratively with member organisations and with worldwide organisations like the United Nations, the World Bank and national development agencies which fund Inclusion International to undertake projects to further their work and influence.

The trustees delegate the day-to-day running of the charity to the Executive Director, Connie Laurin-Bowie and her team. In setting salaries for staff, the trustees take into account of a number of different factors including:

- the needs of its beneficiaries and members
- funding available for the role if externally funded
- the overall financial position of the organisation
- the location of the role and the employment laws and employment market conditions in the country where the role is based
- the need to attract the appropriate skills required to manage Inclusion International in a way that achieves its vision, mission and agreed strategy.

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## INCLUSION INTERNATIONAL

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### TRUSTEES' REPORT FOR THE YEAR ENDED 31 DECEMBER 2023

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#### Risk management

The trustees regularly review the risks facing Inclusion International. The last review was carried out in January 2024 and identified the following main risks:

- ensuring adequate income to continue our programme of work. We continue to seek new sources of funds and have a good track record in obtaining grants income. The Trustees are aware of the over reliance on two main organisational support grants, one of which is ended in June 2023. The Trustees think that we need to:
  - Act to secure more funding to cover core costs
  - Ensure our core costs are spent in the best way to deliver our strategy
- loss of income from membership fees. Financial pressures on member organisations continue to be a risk to the level of fees and donations they have been prepared to make. The Trustees are either directly, or in conjunction with the Council and the Regions, staying in regular contact with our members
- reputational damage to the name of Inclusion International which could negatively impact our current and future income – we keep a close dialogue with current and future donors and partners.
- foreign exchange risk (our accounts are published in US dollars which is the currency of the majority of our income) – we will continue to monitor carefully and take such action as is sensible
- concerns about security and conflicts in some countries. In addition to the negative impact for our member organisations and people with disabilities in these countries, we know all too well that people with disabilities are proportionally worse off in conflict situations, it could further lead to loss of core income for us
- reliance on a very small and dedicated team of staff and volunteers to deliver our programme of work – we need to take action to ensure this risk is reduced as much as possible
- ensuring the safeguarding of our staff, volunteers, partners and beneficiaries as our work develops – we must have appropriate policies and procedures in place.

**The Board regularly reviews the mitigation against these risks.**

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**INCLUSION INTERNATIONAL****(A company limited by guarantee)**

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**TRUSTEES' REPORT  
FOR THE YEAR ENDED 31 DECEMBER 2023**

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**Plans for future**

To continue to be a strong and resilient organisation, in 2024 we will continue to build systems and processes to enable our global network to share resources and strategies, that align with our mission.

Key things to look out for in 2024:

- Make preparations for the next Inclusion International World Congress in Sharjah, UAE in 2025.
- Launch the new Learning Platform for members to access shared resources and trainings.
- Conduct global advocacy campaigns and projects on inclusive education; care and support; humanitarian efforts; and deinstitutionalization.
- Advocacy efforts to ensure people with intellectual disabilities are recognized in the Pact for the Future.
- Complete a Global Report on the Role of Families for the 30th anniversary of the International Year of the Family in 2024.

**Trustees' responsibilities statement**

The Trustees (who are also directors of Inclusion International for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements, in accordance with applicable law and UK accounting standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law, the Trustees must not approve the financial statements unless they are satisfied they give a true and fair view of the state of affairs of the charitable company and the group, and of the incoming resources and application of resources, including the income and expenditure of the charitable group for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the charities SORP
- make judgments and accounting estimates that are reasonable and prudent
- prepare the financial statements on the going concern basis, unless it is inappropriate to presume that the charitable group will continue in operation.

The Trustees are responsible for keeping adequate accounting records which are:

- sufficient to show and explain the charitable company and the group's transactions
- disclose with reasonable accuracy at any time the financial position of the charitable group
- enable them to ensure that the financial statements comply with the Companies Act 2006.

They are also responsible for safeguarding the assets of the charitable company and the group, and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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**INCLUSION INTERNATIONAL**

**(A company limited by guarantee)**

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**TRUSTEES' REPORT  
FOR THE YEAR ENDED 31 DECEMBER 2023**

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**Disclosure of information to auditors**

Each of the persons who are trustees at the time when this trustees' report is approved has confirmed that:

- so far as that trustee is aware, there is no relevant audit information of which the charitable group's auditors are unaware, and
- that trustee has taken all the steps that ought to have been taken as a trustee in order to be aware of any relevant audit information, and to establish that the charitable group's auditors are aware of that information.

This report was approved by the trustees and signed on their behalf by:

*Lloyd Lewis*

**L Lewis**

Treasurer

Date: 01 August 2024

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**INCLUSION INTERNATIONAL**  
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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF INCLUSION INTERNATIONAL**

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**OPINION**

We have audited the financial statements of Inclusion International (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 December 2023 which comprise the Consolidated Statement of Financial Activities, the Consolidated Balance Sheet, the Charity Balance Sheet, the Consolidated Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the Group's and of the parent charitable company's affairs as at 31 December 2023 and of the Group's incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

**BASIS FOR OPINION**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the Group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

**CONCLUSIONS RELATING TO GOING CONCERN**

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Group's or the parent charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

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**INCLUSION INTERNATIONAL**  
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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF INCLUSION INTERNATIONAL**  
**(CONTINUED)**

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**OTHER INFORMATION**

The other information comprises the information included in the Annual Report other than the financial statements and our Auditors' Report thereon. The Trustees are responsible for the other information contained within the Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

**OPINION ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' Report has been prepared in accordance with applicable legal requirements.

**MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION**

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

We have nothing to report in respect of the following matters in relation to which Companies Act 2006 requires us to report to you if, in our opinion:

- the parent charitable company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' Report and from the requirement to prepare a Strategic Report.

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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF INCLUSION INTERNATIONAL**  
**(CONTINUED)**

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**RESPONSIBILITIES OF TRUSTEES**

As explained more fully in the Trustees' Responsibilities Statement, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the Group's and the parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the Group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

**AUDITORS' RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' Report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the charitable company through discussions with trustees and other management, and from our knowledge and experience of the charity sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charitable company, including the Companies Act 2006, Charities Act 2011 and taxation legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence;
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit; and
- we reviewed the minutes of Trustees' meetings to identify and references to non-compliances with laws and regulations

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**INCLUSION INTERNATIONAL**  
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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF INCLUSION INTERNATIONAL**  
**(CONTINUED)**

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We assessed the susceptibility of the charitable company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we;

- tested journal entries to identify unusual transactions;
- evaluated the assumptions and judgements used by management within significant accounting estimates and assessed whether these indicated evidence of management bias; and
- performed audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims; and
- reviewing correspondence with relevant regulators such as the Charity Commission.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Auditors' Report.

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**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF INCLUSION INTERNATIONAL**  
**(CONTINUED)**

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**USE OF OUR REPORT**

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the charitable company's trustees, as a body, Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditors' Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

**Kelly Bretherick (Senior Statutory Auditor)**

for and on behalf of

**Peters Elworthy & Moore**

Chartered Accountants

Statutory Auditors

Salisbury House

Station Road

Cambridge

CB1 2LA

Date: 01 August 2024

**INCLUSION INTERNATIONAL**  
(A Company Limited by Guarantee)

**CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND  
EXPENDITURE ACCOUNT)  
FOR THE YEAR ENDED 31 DECEMBER 2023**

|                                                                     |      | Unrestricted<br>general<br>funds<br>2023 | Unrestricted<br>designated<br>funds<br>2023 | Restricted<br>funds<br>2023 | Total funds<br>2023 | Total funds<br>2022 |
|---------------------------------------------------------------------|------|------------------------------------------|---------------------------------------------|-----------------------------|---------------------|---------------------|
|                                                                     | Note | \$                                       | \$                                          | \$                          | \$                  | \$                  |
| <b>INCOME FROM:</b>                                                 |      |                                          |                                             |                             |                     |                     |
| Donations                                                           | 2    | 144,010                                  | 9,991                                       | -                           | 154,001             | 132,750             |
| Charitable activities                                               | 3    | -                                        | -                                           | 811,400                     | 811,400             | 957,003             |
| Investment                                                          | 4    | 885                                      | -                                           | -                           | 885                 | 146                 |
| Other income                                                        | 5    | 8,500                                    | -                                           | 8,316                       | 16,816              | 422                 |
| <b>TOTAL INCOME</b>                                                 |      | <b>153,395</b>                           | <b>9,991</b>                                | <b>819,716</b>              | <b>983,102</b>      | <b>1,090,321</b>    |
| <b>EXPENDITURE ON:</b>                                              |      |                                          |                                             |                             |                     |                     |
| Charitable activities                                               | 6    | 90,223                                   | 4,594                                       | 899,660                     | 994,477             | 1,141,810           |
| <b>TOTAL EXPENDITURE</b>                                            |      | <b>90,223</b>                            | <b>4,594</b>                                | <b>899,660</b>              | <b>994,477</b>      | <b>1,141,810</b>    |
| <b>NET<br/>(EXPENDITURE)/INCOME</b>                                 |      | <b>63,172</b>                            | <b>5,397</b>                                | <b>(79,944)</b>             | <b>(11,375)</b>     | <b>(51,489)</b>     |
| Transfers between funds                                             | 12   | (61,322)                                 | 61,322                                      | -                           | -                   | -                   |
| <b>NET MOVEMENT IN FUNDS<br/>BEFORE OTHER<br/>RECOGNISED LOSSES</b> |      | <b>1,850</b>                             | <b>66,719</b>                               | <b>(79,944)</b>             | <b>(11,375)</b>     | <b>(51,489)</b>     |
| <b>OTHER RECOGNISED<br/>LOSSES:</b>                                 |      |                                          |                                             |                             |                     |                     |
| Other gains/(losses)                                                | 12   | (1,849)                                  | -                                           | -                           | (1,849)             | (27,012)            |
| <b>NET MOVEMENT IN FUNDS</b>                                        |      | <b>61,323</b>                            | <b>66,719</b>                               | <b>(79,944)</b>             | <b>(13,224)</b>     | <b>(78,501)</b>     |
| <b>RECONCILIATION OF<br/>FUNDS:</b>                                 |      |                                          |                                             |                             |                     |                     |
| Total funds brought forward                                         | 12   | 153,935                                  | 117,098                                     | 568,754                     | 839,787             | 918,288             |
| Net movement in funds                                               | 12   | 61,323                                   | 5,397                                       | (79,944)                    | (13,224)            | (78,501)            |
| <b>TOTAL FUNDS CARRIED<br/>FORWARD</b>                              | 12   | <b>215,258</b>                           | <b>122,495</b>                              | <b>488,810</b>              | <b>826,563</b>      | <b>(839,787)</b>    |

The notes on pages 21 to 39 form part of these financial statements.

**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**  
**REGISTERED NUMBER: 05072000**

**CONSOLIDATED BALANCE SHEET**  
**AS AT 31 DECEMBER 2023**

|                                                | Note | 2023<br>\$     | 2022<br>\$     |
|------------------------------------------------|------|----------------|----------------|
| <b>CURRENT ASSETS</b>                          |      |                |                |
| Debtors                                        | 10   | 58,020         | 182,547        |
| Cash at bank and in hand                       |      | 873,597        | 751,210        |
|                                                |      | <u>931,617</u> | <u>933,757</u> |
| Creditors: amounts falling due within one year | 11   | (105,054)      | (93,970)       |
| <b>NET CURRENT ASSETS</b>                      |      | <b>826,563</b> | <b>839,787</b> |
| <b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>   |      | <b>826,563</b> | <b>839,787</b> |
| <b>TOTAL NET ASSETS</b>                        |      | <b>826,563</b> | <b>839,787</b> |
| <b>CHARITY FUNDS</b>                           |      |                |                |
| Restricted funds                               | 12   | 488,810        | 568,754        |
| Unrestricted funds                             |      |                |                |
| Designated funds                               | 12   | 183,817        | 117,098        |
| General funds                                  | 12   | 153,936        | 153,935        |
| Total unrestricted funds                       | 12   | <u>337,753</u> | <u>271,033</u> |
| <b>TOTAL FUNDS</b>                             |      | <b>826,563</b> | <b>839,787</b> |

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

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

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

*Lloyd Lewis*  
**L Lewis**  
Treasurer  
Date: 01 August 2024

The notes on pages 21 to 39 form part of these financial statements.

**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**  
**REGISTERED NUMBER: 05072000**

**CHARITY BALANCE SHEET**  
**AS AT 31 DECEMBER 2023**

|                                                | Note | 2023<br>\$            | 2022<br>\$            |
|------------------------------------------------|------|-----------------------|-----------------------|
| <b>FIXED ASSETS</b>                            |      |                       |                       |
| Investments                                    | 9    | 1                     | 1                     |
|                                                |      | <u>1</u>              | <u>1</u>              |
| <b>CURRENT ASSETS</b>                          |      |                       |                       |
| Debtors                                        | 10   | 58,021                | 182,548               |
| Cash at bank and in hand                       |      | 871,592               | 749,205               |
|                                                |      | <u>929,613</u>        | <u>931,753</u>        |
| Creditors: amounts falling due within one year | 11   | (105,055)             | (93,971)              |
| <b>NET CURRENT ASSETS</b>                      |      | <u>824,558</u>        | <u>837,782</u>        |
| <b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>   |      | <u>824,559</u>        | <u>837,783</u>        |
| <b>TOTAL NET ASSETS</b>                        |      | <u><u>824,559</u></u> | <u><u>837,783</u></u> |
| <b>CHARITY FUNDS</b>                           |      |                       |                       |
| Restricted funds                               | 12   | 488,810               | 568,754               |
| Unrestricted funds                             |      |                       |                       |
| Designated funds                               | 12   | 183,817               | 117,098               |
| General funds                                  | 12   | 151,932               | 151,931               |
|                                                |      | <u>335,749</u>        | <u>269,029</u>        |
| <b>TOTAL FUNDS</b>                             |      | <u><u>824,559</u></u> | <u><u>837,783</u></u> |

The charity's net movement in funds for the year was \$(13,224) (2022 - \$(78,501)).

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

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

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

*Lloyd Lewis*

**L Lewis**  
Treasurer  
Date: 01 August 2024

**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**

**CONSOLIDATED STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

|                                                         | <b>Note</b> | <b>2023</b><br><b>\$</b> | <b>2022</b><br><b>\$</b> |
|---------------------------------------------------------|-------------|--------------------------|--------------------------|
| <b>CASH FLOWS FROM OPERATING ACTIVITIES</b>             |             |                          |                          |
| Net cash used in operating activities                   | 14          | <b>121,502</b>           | <i>(213,774)</i>         |
| <b>CASH FLOWS FROM INVESTING ACTIVITIES</b>             |             |                          |                          |
| Dividends, interests and rents from investments         |             | <b>885</b>               | <i>146</i>               |
| <b>NET CASH PROVIDED BY INVESTING ACTIVITIES</b>        |             | <b>885</b>               | <b>146</b>               |
| <b>CHANGE IN CASH AND CASH EQUIVALENTS IN THE YEAR</b>  |             | <b>122,387</b>           | <b>(213,628)</b>         |
| Cash and cash equivalents at the beginning of the year  |             | <b>751,210</b>           | <i>964,838</i>           |
| <b>CASH AND CASH EQUIVALENTS AT THE END OF THE YEAR</b> | 15          | <b>873,597</b>           | <i>751,210</i>           |

The notes on pages 21 to 39 form part of these financial statements

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**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

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**1. ACCOUNTING POLICIES**

**1.1 BASIS OF PREPARATION OF FINANCIAL STATEMENTS**

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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 Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Inclusion International meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The Consolidated Statement of Financial Activities (SOFA) and Consolidated Balance Sheet consolidate the financial statements of the charity and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

The charity has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own Statement of Financial Activities in these financial statements.

The functional and presentational currency is US dollars.

**1.2 BASIS OF CONSOLIDATION**

The financial statements consolidate the accounts of Inclusion International and its subsidiary undertaking, Inclusion International Trading Limited.

The Statement of Financial Activities for the year dealt with in the accounts of the charity showed net deficit of \$13,224 (2022 - \$78,501).

**1.3 COMPANY STATUS**

The charity is a company limited by guarantee. The members of the company are the Trustees named on page 1. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

**1.4 GOING CONCERN**

The Trustees have prepared forecasts through to December 2025 and considered the trading period beyond this. The Trustees have reviewed the cash requirements of the business and expected inflows.

Upon their review, the Trustees believe the charity will have sufficient resources to meet its liabilities as they fall due for the foreseeable future and therefore continue to adopt the going concern basis in preparing the financial statements.

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**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

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**1. ACCOUNTING POLICIES (CONTINUED)**

**1.5 INCOME**

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Consolidated Statement of Financial Activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance Sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Membership income is recognised in the period to which it relates to. Any membership income received in advance is deferred.

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

**1.6 EXPENDITURE**

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 allocated on the portion of the asset's use.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Group's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

**1.7 FOREIGN CURRENCIES**

Monetary assets and liabilities denominated in foreign currencies are translated into dollars at rates of exchange ruling at the reporting date.

Transactions in foreign currencies are translated into dollars at the rate determined at the start of the accounting period. Where the actual exchange rate varies more than 10% from this rate, the exchange rate used in the book entry is amended.

Exchange gains and losses are recognised in the Consolidated Statement of Financial Activities.

**1.8 INVESTMENTS**

Investments in subsidiaries are valued at cost less provision for impairment.

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**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

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**1. ACCOUNTING POLICIES (CONTINUED)**

**1.9 DEBTORS**

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

**1.10 CASH AT BANK AND IN HAND**

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

**1.11 LIABILITIES AND PROVISIONS**

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Consolidated Statement of Financial Activities as a finance cost.

**1.12 FINANCIAL INSTRUMENTS**

The Group only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

**1.13 OPERATING LEASES**

Rentals paid under operating leases are charged to the Consolidated Statement of Financial Activities on a straight-line basis over the lease term.

**1.14 PENSIONS**

The charity contributes to the statutory government backed pension plan (NEST) for its UK based employees. Contributions are charged to the profit and loss account as incurred.

**INCLUSION INTERNATIONAL**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

**1. ACCOUNTING POLICIES (CONTINUED)**

**1.15 FUND ACCOUNTING**

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Group and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Group for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

**2. INCOME FROM DONATIONS AND LEGACIES**

|                   | Unrestricted<br>funds<br>2023<br>\$ | Restricted<br>funds<br>2023<br>\$ | Total<br>funds<br>2023<br>\$ | Total<br>funds<br>2022<br>\$ |
|-------------------|-------------------------------------|-----------------------------------|------------------------------|------------------------------|
| Donations         | 25,930                              | -                                 | <b>25,930</b>                | 10,111                       |
| Membership income | 79,030                              | -                                 | <b>79,030</b>                | 80,129                       |
| Inclusion Fund    | 49,041                              | -                                 | <b>49,041</b>                | 42,510                       |
|                   | <u>154,001</u>                      | <u>-</u>                          | <u><b>154,001</b></u>        | <u>132,750</u>               |
| TOTAL 2022        | <u>132,656</u>                      | <u>94</u>                         | <u>132,750</u>               |                              |

**3. INCOME FROM CHARITABLE ACTIVITIES**

|                     | Restricted<br>funds<br>2023<br>\$ | Total<br>funds<br>2023<br>\$ | Total<br>funds<br>2022<br>\$ |
|---------------------|-----------------------------------|------------------------------|------------------------------|
| Grants for projects | 811,400                           | <b>811,400</b>               | 957,003                      |
| TOTAL 2022          | <u>957,003</u>                    | <u><b>957,003</b></u>        |                              |

INCLUSION INTERNATIONAL  
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2023

4. INVESTMENT INCOME

|               | Unrestricted<br>funds<br>2023<br>\$ | Total<br>funds<br>2023<br>\$ | Total<br>funds<br>2022<br>\$ |
|---------------|-------------------------------------|------------------------------|------------------------------|
| Bank interest | 885                                 | 885                          | 146                          |
| TOTAL 2022    | 146                                 | 146                          |                              |

5. OTHER INCOMING RESOURCES

|            | Unrestricted<br>funds<br>2023<br>\$ | Restricted<br>funds<br>2023<br>\$ | Total<br>funds<br>2023<br>\$ | Total<br>funds<br>2022<br>\$ |
|------------|-------------------------------------|-----------------------------------|------------------------------|------------------------------|
| Services   | 8,500                               | 8,316                             | 16,816                       | 422                          |
| TOTAL 2022 | 422                                 | -                                 | 422                          |                              |

**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

**6. ANALYSIS OF EXPENDITURE BY ACTIVITIES**

|                       | Activities<br>undertaken<br>directly<br>2023<br>\$ | Support<br>costs<br>2023<br>\$ | Total<br>funds<br>2023<br>\$ | Total<br>funds<br>2022<br>\$ |
|-----------------------|----------------------------------------------------|--------------------------------|------------------------------|------------------------------|
| Charitable activities | 973,445                                            | 21,032                         | <b>994,477</b>               | 1,141,810                    |
|                       | <u>973,445</u>                                     | <u>21,032</u>                  | <u>994,477</u>               | <u>1,141,810</u>             |
| TOTAL 2022            | 1,121,593                                          | 20,217                         | 1,141,810                    |                              |
|                       | <u>1,121,593</u>                                   | <u>20,217</u>                  | <u>1,141,810</u>             |                              |

Expenditure on charitable activities was \$994,477 (2022 - \$1,141,810) of which \$90,223 (2022 - \$84,899) was unrestricted, \$4,594 (2022 - \$67,394) was designated and \$899,660 (2022 - \$989,517) was restricted.

**ANALYSIS OF DIRECT COSTS**

|                            | Activities<br>2023<br>\$ | Total<br>funds<br>2023<br>\$ | Total<br>funds<br>2022<br>\$ |
|----------------------------|--------------------------|------------------------------|------------------------------|
| Staff costs                | 333,713                  | <b>333,713</b>               | 407,143                      |
| Consultancy                | 272,638                  | <b>272,638</b>               | 222,823                      |
| Insurance                  | 2,386                    | <b>2,386</b>                 | 2,350                        |
| General expenses           | 23,159                   | <b>23,159</b>                | 30,003                       |
| Publications and printing  | 3,009                    | <b>3,009</b>                 | 5,240                        |
| Rent                       | 20,424                   | <b>20,424</b>                | 16,237                       |
| Computer consumables       | 13,931                   | <b>13,931</b>                | 12,241                       |
| Telephone and internet     | 8,826                    | <b>8,826</b>                 | 3,883                        |
| Translation expenses       | 11,832                   | <b>11,832</b>                | 6,984                        |
| Travel and accommodation   | 118,844                  | <b>118,844</b>               | 157,656                      |
| Project costs              | 159,904                  | <b>159,904</b>               | 236,600                      |
| Legal costs                | 219                      | <b>219</b>                   | 811                          |
| Website and communications | 4,560                    | <b>4,560</b>                 | 19,622                       |
|                            | <u>973,445</u>           | <u>973,445</u>               | <u>1,121,593</u>             |
| TOTAL 2022                 | 1,121,593                | 1,121,593                    |                              |
|                            | <u>1,121,593</u>         | <u>1,121,593</u>             |                              |

**INCLUSION INTERNATIONAL**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

**6. ANALYSIS OF EXPENDITURE BY ACTIVITIES (CONTINUED)**

**ANALYSIS OF SUPPORT COSTS**

|                  | <b>Activities<br/>2023<br/>\$</b> | <b>Total<br/>funds<br/>2023<br/>\$</b> | <b>Total<br/>funds<br/>2022<br/>\$</b> |
|------------------|-----------------------------------|----------------------------------------|----------------------------------------|
| Audit fees       | 19,302                            | <b>19,302</b>                          | 17,723                                 |
| Accountancy fees | 1,730                             | <b>1,730</b>                           | 2,494                                  |
|                  | <u>21,032</u>                     | <u><b>21,032</b></u>                   | <u>20,217</u>                          |
|                  | <u>20,217</u>                     | <u><b>20,217</b></u>                   |                                        |
| TOTAL 2022       |                                   |                                        |                                        |

**7. AUDITORS' REMUNERATION**

|                                                                                      | <b>2023<br/>\$</b>  | <b>2022<br/>\$</b> |
|--------------------------------------------------------------------------------------|---------------------|--------------------|
| Fees payable to the charity's auditor for the audit of the charity's annual accounts | <b>17,320</b>       | 17,723             |
| Fees payable to the charity's auditor in respect of:                                 |                     |                    |
| All non-audit services not included above                                            | <u><b>3,654</b></u> | <u>4,363</u>       |

**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

**8. STAFF COSTS**

|                                                      | <b>Group<br/>2023<br/>\$</b> | <b>Group<br/>2022<br/>\$</b> | <b>Company<br/>2023<br/>\$</b> | <b>Company<br/>2022<br/>\$</b> |
|------------------------------------------------------|------------------------------|------------------------------|--------------------------------|--------------------------------|
| Wages and salaries                                   | <b>309,870</b>               | 376,659                      | <b>309,870</b>                 | 376,659                        |
| Social security costs                                | <b>18,815</b>                | 23,152                       | <b>18,815</b>                  | 23,152                         |
| Contribution to defined contribution pension schemes | <b>5,028</b>                 | 7,332                        | <b>5,028</b>                   | 7,332                          |
|                                                      | <b>333,713</b>               | 407,143                      | <b>333,713</b>                 | 407,143                        |

During the prior year one individual received redundancy pay of \$25,068 (2021: \$Nil) which represents \$17,743 statutory redundancy pay and \$7,325 ex-gratia payment. There were no settlement payments during 2023.

The average number of persons employed by the charity during the year was as follows:

|           | <b>Group<br/>2023<br/>No.</b> | <b>Group<br/>2022<br/>No.</b> | <b>Company<br/>2023<br/>No.</b> | <b>Company<br/>2022<br/>No.</b> |
|-----------|-------------------------------|-------------------------------|---------------------------------|---------------------------------|
| Employees | <b>4</b>                      | 5                             | <b>4</b>                        | 5                               |

The number of employees whose employee benefits (excluding employer pension costs) exceeded \$60,000 was:

|                                   | <b>Group<br/>2023<br/>No.</b> | <b>Group<br/>2022<br/>No.</b> |
|-----------------------------------|-------------------------------|-------------------------------|
| In the band \$130,001 - \$140,000 | -                             | 1                             |
| In the band \$140,001 - \$150,000 | 1                             | -                             |

During the year expenses of \$2,043 (2022 - \$9,509) were reimbursed to one (2022 - five) trustee. No remuneration was paid to any trustees during the period in accordance with the Articles of Association.

The key management personnel of the charity comprises the trustees, the Executive Director, Finance and Programmes Director and Programmes and Network Development Director of the charity. The total employee benefits of the key management personnel of the charity were \$250,047 (2022 - \$246,479).

INCLUSION INTERNATIONAL  
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2023

9. FIXED ASSET INVESTMENTS

|                     | Investments<br>in<br>subsidiary<br>companies<br>\$ |
|---------------------|----------------------------------------------------|
| CHARITY             |                                                    |
| COST                |                                                    |
| At 1 January 2023   | 1                                                  |
| AT 31 DECEMBER 2023 | <u>1</u>                                           |

PRINCIPAL SUBSIDIARIES

The following was a subsidiary undertaking of the charity:

| Name                      | Company<br>number | Holding | Included in<br>consolidation |
|---------------------------|-------------------|---------|------------------------------|
| Inclusion Trading Limited | 10706721          | 100%    | Yes                          |

The financial results of the subsidiary for the year were:

| Name                      | Net assets<br>\$ |
|---------------------------|------------------|
| Inclusion Trading Limited | 2,005            |

**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

**10. DEBTORS**

|                            | <b>Group<br/>2023<br/>\$</b> | Group<br>2022<br>\$ | <b>Company<br/>2023<br/>\$</b> | Company<br>2022<br>\$ |
|----------------------------|------------------------------|---------------------|--------------------------------|-----------------------|
| <b>DUE WITHIN ONE YEAR</b> |                              |                     |                                |                       |
| Trade debtors              | <b>58,020</b>                | 182,547             | <b>58,020</b>                  | 182,547               |
| Prepayments                | -                            | -                   | <b>1</b>                       | 1                     |
|                            | <u><b>58,020</b></u>         | <u>182,547</u>      | <u><b>58,021</b></u>           | <u>182,548</u>        |

**11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

|                                    | <b>Group<br/>2023<br/>\$</b> | Group<br>2022<br>\$ | <b>Company<br/>2023<br/>\$</b> | Company<br>2022<br>\$ |
|------------------------------------|------------------------------|---------------------|--------------------------------|-----------------------|
| Amounts owed to group undertakings | -                            | -                   | <b>1</b>                       | 1                     |
| Accruals                           | <b>105,054</b>               | 93,970              | <b>105,054</b>                 | 93,970                |
|                                    | <u><b>105,054</b></u>        | <u>93,970</u>       | <u><b>105,055</b></u>          | <u>93,971</u>         |

**INCLUSION INTERNATIONAL**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

**12. STATEMENT OF FUNDS**

**STATEMENT OF FUNDS - CURRENT YEAR**

|                                 | Balance at 1<br>January<br>2023<br>\$ | Income<br>\$   | Expenditure<br>\$ | Transfers<br>in/out<br>\$ | Gains/<br>(Losses)<br>\$ | Balance at<br>31<br>December<br>2023<br>\$ |
|---------------------------------|---------------------------------------|----------------|-------------------|---------------------------|--------------------------|--------------------------------------------|
| <b>UNRESTRICTED FUNDS</b>       |                                       |                |                   |                           |                          |                                            |
| <b>DESIGNATED FUNDS</b>         |                                       |                |                   |                           |                          |                                            |
| Equipment and website           | 7,571                                 | -              | (3,798)           | -                         | -                        | 3,773                                      |
| Global event                    | 55,708                                | 9,991          | (796)             | 30,661                    | -                        | 95,564                                     |
| Development fund                | 53,819                                | -              | -                 | 30,661                    | -                        | 84,480                                     |
|                                 | <u>117,098</u>                        | <u>9,991</u>   | <u>(4,594)</u>    | <u>61,322</u>             | <u>-</u>                 | <u>183,817</u>                             |
| <b>GENERAL FUNDS</b>            |                                       |                |                   |                           |                          |                                            |
| Unrestricted funds              | 151,931                               | 153,395        | (90,223)          | (61,322)                  | (1,849)                  | 151,932                                    |
| Subsidiary                      | 2,004                                 | -              | -                 | -                         | -                        | 2,004                                      |
|                                 | <u>153,935</u>                        | <u>153,395</u> | <u>(90,223)</u>   | <u>(61,322)</u>           | <u>(1,849)</u>           | <u>153,936</u>                             |
| <b>TOTAL UNRESTRICTED FUNDS</b> | <u>271,033</u>                        | <u>163,386</u> | <u>(94,817)</u>   | <u>-</u>                  | <u>(1,849)</u>           | <u>337,753</u>                             |
| <b>RESTRICTED FUNDS</b>         |                                       |                |                   |                           |                          |                                            |
| HI - Jordan                     | -                                     | 72,143         | (72,143)          | -                         | -                        | -                                          |
| Wellspring                      | 108,000                               | 324,982        | (244,332)         | -                         | -                        | 188,650                                    |
| Women Enable                    | -                                     | 6,750          | (6,750)           | -                         | -                        | -                                          |
| Open Society Foundation (III)   | 146,645                               | -              | (146,645)         | -                         | -                        | -                                          |
| Sightsavers - Cameroon          | -                                     | 2,412          | (2,412)           | -                         | -                        | -                                          |
| Sightsavers - Wish              | -                                     | 3,740          | (3,740)           | -                         | -                        | -                                          |

**INCLUSION INTERNATIONAL**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

**12. STATEMENT OF FUNDS (CONTINUED)**

**STATEMENT OF FUNDS - CURRENT YEAR (continued)**

|                                               | Balance at 1<br>January<br>2023<br>\$ | Income<br>\$   | Expenditure<br>\$ | Transfers<br>in/out<br>\$ | Gains/<br>(Losses)<br>\$ | Balance at<br>31<br>December<br>2023<br>\$ |
|-----------------------------------------------|---------------------------------------|----------------|-------------------|---------------------------|--------------------------|--------------------------------------------|
| Listen Include<br>Respect                     | -                                     | 8,316          | (8,156)           | -                         | -                        | 160                                        |
| The World Bank<br>- 3                         | -                                     | 9,980          | (9,980)           | -                         | -                        | -                                          |
| The World Bank                                | -                                     | 21,878         | (21,878)          | -                         | -                        | -                                          |
| DRF Guidelines                                | 10,887                                | -              | (10,887)          | -                         | -                        | -                                          |
| IDA/MFA Finland                               | 3,222                                 | 87,120         | (90,342)          | -                         | -                        | -                                          |
| International<br>Rescue<br>Committee          | -                                     | 10,890         | (10,890)          | -                         | -                        | -                                          |
| Open Society<br>Foundation<br>General Support | 300,000                               | -              | -                 | -                         | -                        | 300,000                                    |
| State<br>Department -<br>Eastern Europe       | -                                     | 26,760         | (26,760)          | -                         | -                        | -                                          |
| IDA/ECW                                       | -                                     | 120,000        | (120,000)         | -                         | -                        | -                                          |
| Local Projects                                | -                                     | 124,745        | (124,745)         | -                         | -                        | -                                          |
|                                               | <b>568,754</b>                        | <b>819,716</b> | <b>(899,660)</b>  | <b>-</b>                  | <b>-</b>                 | <b>488,810</b>                             |
| <b>TOTAL OF<br/>FUNDS</b>                     | <b>839,787</b>                        | <b>983,102</b> | <b>(994,477)</b>  | <b>-</b>                  | <b>(1,849)</b>           | <b>826,563</b>                             |

Charity only funds at the year end are \$824,559 (2022 - \$837,793). This represents the balances listed above excluding the subsidiary balance of \$2,004 (2022 - \$2,004).

Gains/(losses) in the year are as a result of the foreign currency translation of transactions.

**INCLUSION INTERNATIONAL**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

**12. STATEMENT OF FUNDS (CONTINUED)**

**STATEMENT OF FUNDS - PRIOR YEAR**

|                                 | Balance at<br>1 January<br>2022<br>\$ | Income<br>\$   | Expenditure<br>\$ | Transfers<br>in/out<br>\$ | Gains/<br>(Losses)<br>\$ | Balance at<br>31<br>December<br>2022<br>\$ |
|---------------------------------|---------------------------------------|----------------|-------------------|---------------------------|--------------------------|--------------------------------------------|
| <b>UNRESTRICTED FUNDS</b>       |                                       |                |                   |                           |                          |                                            |
| <b>DESIGNATED FUNDS</b>         |                                       |                |                   |                           |                          |                                            |
| Equipment and website           | 21,057                                | -              | (18,486)          | 5,000                     | -                        | 7,571                                      |
| Global event                    | 40,708                                | -              | -                 | 15,000                    | -                        | 55,708                                     |
| Inclusive education             | 8,500                                 | -              | (8,500)           | -                         | -                        | -                                          |
| Solidarity fund                 | 16,907                                | -              | (16,907)          | -                         | -                        | -                                          |
| Development fund                | 77,320                                | -              | (23,501)          | -                         | -                        | 53,819                                     |
|                                 | <u>164,492</u>                        | <u>-</u>       | <u>(67,394)</u>   | <u>20,000</u>             | <u>-</u>                 | <u>117,098</u>                             |
| <b>GENERAL FUNDS</b>            |                                       |                |                   |                           |                          |                                            |
| Unrestricted funds              | 150,618                               | 133,224        | (84,899)          | (20,000)                  | (27,012)                 | 151,931                                    |
| Subsidiary                      | 2,004                                 | -              | -                 | -                         | -                        | 2,004                                      |
|                                 | <u>152,622</u>                        | <u>133,224</u> | <u>(84,899)</u>   | <u>(20,000)</u>           | <u>(27,012)</u>          | <u>153,935</u>                             |
| <b>TOTAL UNRESTRICTED FUNDS</b> | <u>317,114</u>                        | <u>133,224</u> | <u>(152,293)</u>  | <u>-</u>                  | <u>(27,012)</u>          | <u>271,033</u>                             |
| <b>RESTRICTED FUNDS</b>         |                                       |                |                   |                           |                          |                                            |
| Wellspring                      | 119,868                               | 225,000        | (236,868)         | -                         | -                        | 108,000                                    |
| Sightsavers                     | -                                     | 51,672         | (51,672)          | -                         | -                        | -                                          |
| Inclusion Works                 | -                                     | -              | -                 | -                         | -                        | -                                          |
| Open Society Foundation (III)   | 415,095                               | -              | (268,450)         | -                         | -                        | 146,645                                    |

**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

**12. STATEMENT OF FUNDS (CONTINUED)**

**STATEMENT OF FUNDS - PRIOR YEAR (CONTINUED)**

|                                               | Balance at<br>1 January<br>2022<br>\$ | Income<br>\$     | Expenditure<br>\$  | Transfers<br>in/out<br>\$ | Gains/<br>(Losses)<br>\$ | Balance at<br>31<br>December<br>2022<br>\$ |
|-----------------------------------------------|---------------------------------------|------------------|--------------------|---------------------------|--------------------------|--------------------------------------------|
| Norad/IDA                                     | -                                     | 145,629          | (145,629)          | -                         | -                        | -                                          |
| The World Bank                                | (9,020)                               | 98,104           | (89,084)           | -                         | -                        | -                                          |
| Ford Foundation                               | 71,417                                | -                | (71,417)           | -                         | -                        | -                                          |
| Liz Legacy                                    | 3,814                                 | 94               | (3,908)            | -                         | -                        | -                                          |
| DRF Guidelines                                | -                                     | 21,100           | (10,213)           | -                         | -                        | 10,887                                     |
| IDA/MFA Finland                               | -                                     | 16,000           | (12,778)           | -                         | -                        | 3,222                                      |
| International<br>Rescue<br>Committee          | -                                     | 500              | (500)              | -                         | -                        | -                                          |
| Open Society<br>Foundation<br>General Support | -                                     | 300,000          | -                  | -                         | -                        | 300,000                                    |
| Sightsavers<br>Technical<br>Partnership       | -                                     | 98,998           | (98,998)           | -                         | -                        | -                                          |
|                                               | <u>601,174</u>                        | <u>957,097</u>   | <u>(989,517)</u>   | <u>-</u>                  | <u>-</u>                 | <u>568,754</u>                             |
| <b>TOTAL OF<br/>FUNDS</b>                     | <u>918,288</u>                        | <u>1,090,321</u> | <u>(1,141,810)</u> | <u>-</u>                  | <u>(27,012)</u>          | <u>839,787</u>                             |

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**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

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**12. STATEMENT OF FUNDS (CONTINUED)**

The purposes of the designated funds are as follows:

**Equipment and website**

To set aside funds for future equipment purchases.

**Global Event**

Funding for global events (Council, General Assemblies, a future World Congress).

**Inclusive Education**

To assist our members with initiatives building on larger education reform efforts, as well as to support the development of leaders to effectively bring about inclusive education.

**Solidarity fund**

Voluntary contributions by members to the work of Inclusion International following changes to the fee structure agreed at the General Assembly in 2016.

**Development fund**

Funding for future organisational and regional development.

The purposes of the restricted funds are as follows:

**Wellspring**

To strengthen activism by connecting people, communities and organizations to take action for inclusion, and to build partnerships on key issues to advance advocacy; improve capacity and effectiveness of our impact.

**Sightsavers with funding from the Department for International Development (DFID)**

To address the lack of access to employment opportunities in open labour markets for persons with disabilities in low income countries. Inclusion International will focus its contributions on the inclusion of people with intellectual disabilities, although the models and learning from this target group will have implications for the broader project.

**Open Society Foundation**

To build the capacity of Inclusion International to identify key issues of discrimination, and to develop tools for self-advocacy and family organisations to use in implementing inclusion.

**The World Bank**

To document the successes of community-led and family centred approaches for mobilising inclusive education advocacy in Africa and Latin America. To create relevant guides and knowledge materials to support the effectiveness of inclusive education advocacy in communities.

**Ford Foundation**

To strengthen the organisation by supporting the development of a new strategy including a new long term funding strategy.

**Liz Legacy**

To create a grant to support a group of people with intellectual disabilities to design and deliver their own project to advocate for inclusive employment in their community. It is made up of funds donated in memory of Liz Haverda.

**DRF Guidelines**

To organise consultations with self-advocates to review the draft Guidelines on Deinstitutionalization, and

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**INCLUSION INTERNATIONAL**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

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**12. STATEMENT OF FUNDS (CONTINUED)**

to develop an accessible version of the guidelines.

**IDA/MFA Finland**

To build and launch the Listen Include Respect website, including practical guidelines on inclusive participation and the creation of training modules on inclusive participation.

**International Rescue Committee**

This funding was used to increase understanding of Gender Based Violence (GBV) among women and adolescent girls with intellectual disabilities in Kenya and Lebanon.

**Open Society Foundation General Support**

To provide general support to the work of Inclusion International.

**Sightsavers Technical Partnership**

To build the capacity of Sightsavers staff to understand better the barriers experienced by people with intellectual disabilities and to develop the skills and knowledge of process that will enable greater inclusion of people with intellectual disabilities within Sightsavers' programmes.

**IHC New Zealand**

To provide a contingency fund for the London office and the Secretariat of Inclusion International. During the prior year, the original donor approached Inclusion International to offer to remove the restrictions on the grant. As such, the balance was transferred to general funds in 2021 which the Trustees have agreed to designate for the Development Fund.

**International Labour Office**

To strengthen the knowledge base on current practices and possible innovations related to building disability inclusive social protection systems. To develop a report on existing support services for persons with intellectual disabilities and their families, and produce accessible material on social protection.

**Keystone Human Services**

To assess country contexts, and to build capacities and technical skills of country level partners.

**UNDP**

To support further development of practical guidelines for election stakeholders. Inclusion International delivered 10 consultations with persons with intellectual and psychosocial disabilities.

**Listen Include Respect**

Listen Include Respect helps organisations understand how to include people with intellectual disabilities in their work. Inclusion International is working with Down Syndrome International to develop guidelines on how organisations can make sure their work is inclusive so that people with an intellectual disability can fully take part.

**Norad/IDA**

To grow the self-advocacy movement and support the transition to inclusive education in Africa. This project contributes to the overall goal of influencing the disability rights movement to shape the development agenda in Sub-Saharan Africa. Working in Ethiopia, Rwanda and Ghana the project builds on the experience of two global programmes run by Inclusion International – Empower Us, and the Catalyst for Inclusive Education.

**Local Projects**

To promote the implementation of the UNCRPD and in particular article 24 and to empower people with disabilities to become active, contributing members of their communities. The transfer relates to a

**INCLUSION INTERNATIONAL**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

**12. STATEMENT OF FUNDS (CONTINUED)**

management fee Inclusion International were entitled to for overseeing the project.

**Women Enable**

This project seeks to bring a gender perspective to the understanding of the guarantee (or lack of) of the right to legal capacity through the context of sexual and reproductive health and rights (SRHR) and its consequences for women and gender-diverse persons with intellectual and psychosocial disabilities in Indonesia, Kenya, Spain, and the United States of America (USA).

**Sightsavers Cameroon**

This is a consultancy on citizenship and political participation of people with intellectual disability in Cameroon.

**Sightsavers Wish**

This is a technical review of training resources and production of videos for the Women's Integrated Sexual Health (WISH) programme.

**The World Bank, December 3rd Event**

This funding was used to celebrate the International Day of Persons with Disabilities and promote awareness amongst World Bank staff.

**Education Cannot Wait (ECW)**

This project aims to improve access to inclusive education for children with disabilities in emergency situations. The project brings together organisations of persons with disabilities at the local, national, and regional level in Colombia and Niger.

**State Department Eastern Europe – the JUDY project**

This is the first joint project that Inclusion International has with Inclusion Europe. The purpose of this project is to support self-advocates in Eastern Europe to take the lead on closing institutions in their countries. The JUDY project works with five of Inclusion Europe's members from Albania, Bulgaria, Hungary, Romania, and Slovakia to work towards this common goal: For Europe to end segregation of people with intellectual disabilities.

**13. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

**ANALYSIS OF NET ASSETS BETWEEN FUNDS - CURRENT YEAR**

|                               | Unrestricted<br>funds<br>2023<br>\$ | Restricted<br>funds<br>2023<br>\$ | Total<br>funds<br>2023<br>\$ |
|-------------------------------|-------------------------------------|-----------------------------------|------------------------------|
| Current assets                | 406,454                             | 525,163                           | 931,617                      |
| Creditors due within one year | (68,701)                            | (36,353)                          | (105,054)                    |
| <b>TOTAL</b>                  | <b>337,753</b>                      | <b>488,810</b>                    | <b>826,563</b>               |

**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

**13. ANALYSIS OF NET ASSETS BETWEEN FUNDS (CONTINUED)**

**ANALYSIS OF NET ASSETS BETWEEN FUNDS - PRIOR YEAR**

|                               | Unrestricted<br>funds<br>2022<br>\$ | Restricted<br>funds<br>2022<br>\$ | Total<br>funds<br>2022<br>\$ |
|-------------------------------|-------------------------------------|-----------------------------------|------------------------------|
| Current assets                | 365,003                             | 568,754                           | 933,757                      |
| Creditors due within one year | (93,970)                            | -                                 | (93,970)                     |
| <b>TOTAL</b>                  | <b>271,033</b>                      | <b>568,754</b>                    | <b>839,787</b>               |

**14. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES**

|                                                                         | Group<br>2023<br>\$ | Group<br>2022<br>\$ |
|-------------------------------------------------------------------------|---------------------|---------------------|
| Net expenditure for the year (as per Statement of Financial Activities) | <b>(11,375)</b>     | (51,489)            |
| <b>ADJUSTMENTS FOR:</b>                                                 |                     |                     |
| Foreign exchange movements                                              | <b>(1,849)</b>      | (27,012)            |
| Dividends, interests and rents from investments                         | <b>(885)</b>        | (146)               |
| Decrease/(increase) in debtors                                          | <b>125,467</b>      | (171,397)           |
| Increase in creditors                                                   | <b>10,144</b>       | 36,270              |
| <b>NET CASH PROVIDED BY/(USED IN) OPERATING ACTIVITIES</b>              | <b>121,502</b>      | (213,774)           |

**15. ANALYSIS OF CASH AND CASH EQUIVALENTS**

|                                        | Group<br>2023<br>\$ | Group<br>2022<br>\$ |
|----------------------------------------|---------------------|---------------------|
| Cash in hand                           | <b>873,597</b>      | 751,210             |
| <b>TOTAL CASH AND CASH EQUIVALENTS</b> | <b>873,597</b>      | 751,210             |

**INCLUSION INTERNATIONAL**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

**16. ANALYSIS OF CHANGES IN NET DEBT**

|                          | At 1<br>January<br>2023 | Cash flows     | At 31<br>December<br>2023 |
|--------------------------|-------------------------|----------------|---------------------------|
|                          | \$                      | \$             | \$                        |
| Cash at bank and in hand | 751,210                 | 122,387        | 873,597                   |
|                          | <u>751,210</u>          | <u>122,387</u> | <u>873,597</u>            |

**17. PENSION COMMITMENTS**

The company pays in to the personal pension plan of four employees. The pension cost charge represents contributions payable by the company and amounted to \$5,028 (2022 - \$7,332).

**18. OPERATING LEASE COMMITMENTS**

At 31 December 2023 the Group and the company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

|                       | Group<br>2023 | Group<br>2022 | Company<br>2023 | Company<br>2022 |
|-----------------------|---------------|---------------|-----------------|-----------------|
|                       | \$            | \$            | \$              | \$              |
| Not later than 1 year | <u>3,406</u>  | <u>2,813</u>  | <u>-</u>        | <u>2,813</u>    |

**19. RELATED PARTY TRANSACTIONS**

The membership fees are considered to be in the course of normal operations.

During the year the charity received grant income of \$207,120 (2022: \$161,629) from International Disability Alliance (IDA) in respect of two grants awarded to the charity in the year. The restrictions of these grants were inline with the charitable activities of Inclusion International. One of the charity's trustees is the treasurer of IDA.

**INCLUSION INTERNATIONAL**

England & Wales - Charity number 1106715

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# Accounts

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# 2022

# Finance Report



Company Number: **05072000**

Charity Number: **1106715**

Year Ended: **31 DECEMBER 2022**

**Inclusion**  
international



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**INCLUSION INTERNATIONAL**  
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**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**

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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS**  
**FOR THE YEAR ENDED 31 DECEMBER 2022**

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|                                  |                                                                                                             |
|----------------------------------|-------------------------------------------------------------------------------------------------------------|
| <b>Trustees</b>                  | T J Gadd<br>J Innes<br>M Mapemba<br>N Osamu<br>J Pinomaa<br>S Swenson                                       |
| <b>Company registered number</b> | 05072000                                                                                                    |
| <b>Charity registered number</b> | 1106715                                                                                                     |
| <b>Registered office</b>         | The Foundry<br>17 Oval Way<br>London<br>SE11 5RR                                                            |
| <b>Executive Director</b>        | Mrs C Laurin-Bowie                                                                                          |
| <b>Independent auditors</b>      | Peters Elworthy & Moore<br>Chartered Accountants<br>Salisbury House<br>Station Road<br>Cambridge<br>CB1 2LA |
| <b>Bankers</b>                   | NatWest Bank PLC<br>Hornchurch<br>Essex<br>RM12 4DF                                                         |

# Acronym List

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Inclusion International is involved in many global processes that have long technical titles. Throughout this report the trustees apply commonly used acronyms. Acronyms make sentences shorter and as a result, easier to read. They may also help you to recognise when these structures are referenced outside of the context of this report.

|              |                                                              |
|--------------|--------------------------------------------------------------|
| <b>COSP</b>  | <u>Conference of the States Parties</u>                      |
| <b>CRPD</b>  | <u>Convention on the Rights of Persons with Disabilities</u> |
| <b>DRF</b>   | <u>Disability Rights Fund</u>                                |
| <b>HI</b>    | <u>Humanity Inclusion</u>                                    |
| <b>IDA</b>   | <u>International Disability Alliance</u>                     |
| <b>OHCHR</b> | <u>Office of the High Commissioner on Human Rights</u>       |
| <b>OSF</b>   | <u>Open Society Foundation</u>                               |
| <b>SORP</b>  | <u>Statement of Recommended Practice</u>                     |
| <b>UN</b>    | <u>United Nations</u>                                        |
| <b>WHO</b>   | <u>World Health Organisation</u>                             |



# About this Report

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The trustees (who are also directors of the company for the purposes of the Companies Act) present their annual report, together with the audited financial statements of Inclusion International (the company) for the year ended 31 December 2022.

The trustees confirm that the annual report and financial statements of the company comply with:

- the current statutory requirements
- the requirements of the company's governing document
- the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (second edition – October 2019, effective 1 January 2019).

Since the company qualifies as small under section 383, the strategic report required of medium and large companies under The Companies Act 2006 (Strategic Report and Director's Report) Regulations 2013 is not required.

# Objectives and Activities

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In setting objectives and planning the activities of Inclusion International, the trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit.

The charity's objectives are: *“To advance the relief of persons with intellectual disability without regard to nationality, race or creed, by securing on their behalf from all possible sources the provision of residential, educational training, employment and support services”.*

To deliver its objectives, Inclusion International's strategy falls broadly into 3 themes:

## **Global Advocacy**

- Strong and representative voice of self-advocates and families at the United Nations (UN) and other global forums.
- Influence global processes and ensuring efforts are responsive to the needs of families and self-advocates.
- Work with partners in the cross-disability and other human rights networks.

## **Connecting Members**

- Support and develop regional networks.
- Create platforms (conferences/events/online and social media) for shared learning on priority issues.
- Mobilise network members on shared priority issues.
- Create spaces for shared learning and cooperation.

## **Projects and Programmes**

- Support family and self-advocacy organisations to develop advocacy skills and strategies.
- Programme development to support country-led initiatives informed by global knowledge.
- Resource and tools for advocacy and communications.
- Lead projects which demonstrate good practice and learning.

# Global Advocacy

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Inclusion International's advocacy work was guided by global events and processes such as the war in Ukraine, and the development of the Deinstitutionalisation guidelines by the Convention on the Rights of Persons with Disabilities (CRPD) Committee. Some highlights from 2022 are:

- ✓ We contributed to the finalisation of the CRPD Committee guidelines on deinstitutionalisation, including in emergencies. We also supported the submissions from our network in the drafting process through national consultations and direct submissions. The main achievement is the recognition of the role of families.
- ✓ We joined the Community2030 initiative focusing on support systems for community inclusion. As part of this topic, we contributed to the consultation processes of the Office of the High Commissioner on Human Rights (OHCHR) and the special rapporteur on the rights of persons with disabilities related to their reports on support, care and services transformation.
- ✓ We influenced the World Health Organisation (WHO) report on Health Equity for Persons with Disabilities by ensuring the inclusion of key issues faced by people with intellectual disabilities in accessing health. Our members were also involved in the process through the participation in the regional consultations led by WHO.
- ✓ Our network was represented at the Global Disability Summit: we have contributed to the menu of commitments drafting processes and our members were present at the event as speakers.
- ✓ We used the Conference of the States Parties (COSP) to the CRPD to launch and promote our Listen, Include, Respect Guidelines with many stakeholders. During the conference, our network was involved in 5 side-events, including an event on the war in Ukraine and its impact on people with intellectual disabilities and their families.



## Connecting Members

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In 2022 we held a virtual General Assembly with nearly 200 participants, including over 65% of our Full Members. A new **Strategic Plan for 2023-2028** was approved, as well as position papers on Inclusive Employment and Inclusive Education.

In the last year the Trustees continue to work to ensure that our Governance arrangements are fit for purpose, using the principles in the Charity Commission code to drive the way we operate.

As a global network, connecting members and regions to each other to share experiences and learning from one another is an important part of what we do. In 2022, we helped members learn and share with each other by creating new spaces where they can connect, collaborate, and support one another. At the regional level, our Regional Representatives to Council worked hard to bring together the members in their regions. They hosted regular online meetings for networking and sharing, or to talk about specific topics that are important in the region. At the global level, we brought together members to collaborate in working groups and discussion groups on different topics that matter to our network.

# Projects and Programmes

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Our projects and programmes give our members access to the resources and technical support they need to do work on topics that are important to them. The projects also help to provide evidence of good practices which can be replicated and used in different contexts and countries. Together they provide a body of information and knowledge which informs the work of our network.

Inclusion International's programme structures work in the following key areas:

**Catalyst for Inclusive Education:** This programme is designed to assist our members with initiatives building on larger education reform efforts, as well as to support the development of leaders to effectively bring about inclusive education. In 2022 the Catalyst for Inclusive Education supported the development of the first draft of our new Position Paper on Inclusive Education that was then consulted upon within our entire membership with support from the Council. Catalyst also supported the development of tools and resources that members in Latin America and Africa developed to help other organisations support families to advocate for inclusive education at local and national level. Inclusion International's members who are part of Catalyst also participated in key events linked to global mechanisms such as HLPF and the events in preparation for the Global Disability Summit. Throughout the year, Catalyst members used this platform to continue exchanging on their work on inclusive education.

**Families Taking Action for Inclusion:** This programme unites families who share common values of inclusion and supports Inclusion International members in their work with families. In 2022, our members asked for the Families Taking Action for Inclusion programme to create new opportunities to come together, give members a chance to share their work with families, and to host open discussions about new ways to support families. The Families Discussion Group was created to respond to this need, serving as a new space for the network to share and learn together. The Families Discussion Group focused on 2 topics in 2022 - supporting families in crisis situations, and facilitating peer support for families. Members in Japan, Nicaragua, Lebanon, Ethiopia, Canada, and the United Arab Emirates shared their work with families, and members from around the world came together for interesting discussions and learned from each other's experiences.

# Projects and Programmes

**Empower Us:** This programme supports our members to develop self-advocate leadership. It is led by people with intellectual disabilities who are self-advocates. Through Empower Us, Inclusion International members are supported to grow their self-advocacy work through training for people with intellectual disabilities, their supporters, resources, mentorship, and other strategies based on the needs of the member organisation. Empower Us programming has been delivered in every region of the world, with more than 200 self-advocate leaders trained. In 2022 regional networks of self-advocates came together to start to make strategies for their work in Latin America and in Africa. Empower Us training took place in Rwanda, Ghana and Ethiopia through the Inclusion Matters project.

**Inclusion Matters:** This project focuses on strengthening the disability movement in sub-Saharan Africa. It builds the capacity of self-advocates and professionals to engage in advocacy, and contributes to technical capacity development on inclusive education for people with intellectual disabilities, both at the national and regional level. In 2022 the project kept providing spaces for learning and sharing experiences about inclusive education and self-advocacy through training, workshops and in-person exchanges. In addition, this year there

were strategic opportunities for connecting and sharing both themes with the rest of the region, in order to provide sustainability to the learning created through the project.

**World Bank:** The “Empowering Families to leverage community resources for inclusion in education.” is a small research project that was conducted to:

- Map out the strategies that families of children with intellectual disabilities are using in their communities to push for inclusive education – this includes the ways that families connect with each other to do local advocacy on education and how families work with other stakeholders in the local community.
- Share these strategies with other members in the region, who can support families in new communities to replicate those models.
- Create tools for families that will support them in their work to advocate for and be local leaders in inclusive education in their communities
- Connect members to share knowledge on how to turn the voices and experiences of families at the grassroots level into national level policy advocacy.

# Projects and Programmes

**Inclusion Works:** This project came to a close in 2022, wrapping up 3 years of work on inclusive employment. Through the project, our members in Kenya, Uganda, Nigeria, and Bangladesh trained over 100 businesses about how to make their workplaces more inclusive and created a guide for employers about inclusion at work. More than 130 self-advocates took part in discussions about real jobs for real pay, and their self-advocacy groups talked to their governments, media, and businesses about their right to work. Over 95 people with intellectual disabilities also got access to training that will help them get a job through this project. Inclusion International members spread the word about inclusive participation by training over 50 organisations about inclusion in their work and sharing data on their exclusion from development funding.



*Self-advocates from Inclusion Uganda talk about their right to work on Ugandan TV programme “Tukole” on Delta TV.*



*SEID's self-advocacy group in Bangladesh had an advocacy meeting with their government.*

**Listen, Include, Respect:** In 2022, as a result of two years of consultations with Inclusion International and Down Syndrome International's members, the global guidelines on inclusive participation were launched along with a set of resources on the LIR website. Listen Include Respect are guidelines for organisations on how to make sure people with intellectual disabilities are included and can take part in activities and decision making.

They provide guidance on:

- accessible information
- inclusive meetings
- good support
- inclusive leadership
- accessible workplaces



# Volunteers

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In addition to our small and dedicated staff team we would not be able to deliver our strategy without the passion, enthusiasm and hard work of a number of dedicated volunteers.

There are many different ways that volunteers contribute to our work:

- Serving as an Officers (Trustees) or as a member of our Council
- Acting as a subject matter expert supporting our global advocacy work or programme work

The Trustees would like to thank all our volunteers, without whose efforts Inclusion International would have the significantly diminished global voice.

# Governance

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**Sue Swenson**  
**President**



**Mark Mapemba**  
**Vice-President**



**Nagase Osamu**  
**Secretary General**



**Tim Gadd**  
**Treasurer**



**Jyrkii Pinomaa**  
**Co-opted Officer**



**Jimmy Innes**  
**Co-opted Officer**

In the last year the Trustees continued to work to ensure that our Governance arrangements are fit for purpose, using the principles in the Charity Commission code to drive the way we operate.

The Trustees recognised that we need to strengthen our Board and co-opted Jimmy Innes, CEO of Lepira, who joined the Board on 28 Feb 2022.

We also found the need to ensure that we always have a Vice President and will therefore revise the Articles of Association to that effect.

# Fundraising

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Inclusion International does not currently raise funds in the traditional way for UK based charities, our income comes from our Members, donations or project grants. Whilst the Trustees are aware of and support the requirements on charities, much of the guidance and regulation in this area does not apply to our activity.

**In 2022 we engaged a fundraising expert to help us develop a new Fundraising Strategy.** This process resulted in 3 fundraising priorities for 2023:

- Setting up an entity in the United States which could help us secure donations from American foundations and philanthropists.
- Developing the business model around providing services related to the use of the Listen Include Respect guidelines. This could potentially become income generating for us in the future.
- Expanding partnerships in Europe (in Brussels and with the European Union).



# Financial Review

The trustees closely monitor the impact of the pandemic and the global economic crisis on Inclusion International's finances. Our income level in 2022 has been good. We have received a new grant from Open Society Institute (OSF) of the amount of \$300,000.

The purpose of the grant is to support the general work of the organisation. We have in addition received new grant funding from Sightsavers, Disability Rights Fund (DRF) and the Finnish Ministry of Foreign Affairs through the International Disability Alliance (IDA).

In 2022 we had 3 main sources of income, these were:

**1**

### **Membership**

Our members continued to support our work through the payment of fees (\$80,129) and Inclusion Fund contributions (\$42,510).

**2**

### **Grant income**

Income from grants remained strong – details of these grants can be found in the statement of funds section of the financial report.

**3**

### **Donations**

We received \$10,000 in donations from The Arc Thrift Store.

The trustees would like to thank our members and funders for their support, without which we could not have delivered the successes we achieved in 2022.



# Some Key Points to Note:

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There was a deficit in 2022 of 78,501. That is because the whole grant money from Open Society Foundation was received in 2021, but it will be spent over a two-year period until June 2023.



Our travel related costs were higher than in 2021, and more in line with pre-pandemic expenditure. We have also noted that cost for international travel has increased significantly in 2022.



The trustees are very aware that Inclusion International relies on our members and grant funders to undertake the charity's work. Along with our staff team, we are working with them to try and reduce the risk of having less money, particularly at this time.



As we work globally, our income is affected by changes in exchange rates. 2022 has been a particularly hard year to predict exchange rate movements. Where possible, we look to reduce this risk. Our policy is to hold most of our reserves (money we have in the bank) in US dollars.

# Reserves Policy

Reserves are amounts of money set aside in one year's accounts, which can be spent in later years. We put some of our money aside into 'Designated Reserves' to spend on certain things. Our Designated Reserves are:

- **Developing our website and equipment:** this year we have spent money on our re-developed website, as well as equipment for staff members.
- **Solidarity payments:** our members were very generous with their voluntary Inclusion Fund payments in 2021 – we have a designated fund which we have spent in 2022 to support our project and programmes.
- **Inclusive Education:** we have spent money to support our Catalyst for Inclusive Education Programme.
- **Contingency Fund:** we have used some of the fund for essential travel as part of the governance of the organisation after the pandemic.

The table below shows the total amount of money in each of our Designated Reserves at the end of 2021 and at the end of 2022.

| Designated Reserves              | 31/12/2022     | 31/12/2021     |
|----------------------------------|----------------|----------------|
| Equipment and website            | 7,571          | 21,057         |
| Inclusive Education              |                | 8,500          |
| Global Events                    | 55,708         | 40,708         |
| Solidarity Fund                  |                | 16,907         |
| Development Fund                 | 53,819         | 77,320         |
| <b>Total Designated Reserves</b> | <b>117,098</b> | <b>164,492</b> |

The table below shows the total amount of money in our reserves at the end of 2021 and 2022.

| Total Funds Available | 31/12/2022     | 31/12/2021     |
|-----------------------|----------------|----------------|
| Restricted reserves   | 568,754        | 601,174        |
| Designated Reserves   | 117,097        | 164,492        |
| Unrestricted Reserves | 151,931        | 152,622        |
| <b>Total Reserves</b> | <b>837,782</b> | <b>918,228</b> |

Our policy has been to hold at least \$150,000 of **Unrestricted** Reserves – enough money to cover more than 6 months of non-programme expenditure. We have achieved this target. Going forward, the trustees will review whether this target is adequate again later in 2023.

# Looking Ahead

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We have funding from our 2 main organisational support donors with funding agreements until June 2023 and June 2024.

We have taken a very cautious view in our financial plans, but we remain optimistic that we will be able to secure new funding in 2023. The Trustees review income prospects on a regular basis and make adjustments to our spending plans accordingly. Our current detailed financial plan for 2023 takes into account agreed funding arrangements and a prudent pipeline of new future funding. In 2023 we have signed a three-year contract with Humanity Inclusion (HI) for a project in Jordan about closing institutions in the total amount of 264,213 Euros.

The Trustees believe that Inclusion International will remain 'a going concern' over the next year – meaning that we will have enough money to keep the organisation going for a year.





# Structure, governance and management

# Constitution

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Inclusion International is registered as a charitable company limited by guarantee, and was set up by a memorandum of association on 12 March **2004.**

The council of Inclusion International approved updated articles of association on 1 December 2011 and 25 September **2014.**

In 2016, the council was entrusted to update the constitution to reflect the changes to our membership rules. These changes were approved on 30 March **2017.**

The company is a registered charity, number **1106715.**

# Membership

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**Companies act members** (as defined by the Companies Act): are the council of Inclusion International for the period they hold office.

**Regions:** are based on the continents of the world and boundaries defined from time-to-time by the council. The council may, in exceptional circumstances, establish regions based on published criteria. The regions will make their own membership arrangements and, where there is no functioning region, the secretariat will coordinate the full members in that region for membership purposes.

**Full members:** family or self-advocacy based organisations, recognised as a national organisation or as an organisation responsible for bringing a country-level voice of families of persons with intellectual disabilities and/or self-advocates. To qualify, full members must:

- accept and support the 'statement of unity'
- agree to meet all obligations of full membership, including the payments of such subscriptions as are determined by the council
- participate in the affairs of the charity as a responsible voting member. Full members have voting rights at the General Assembly of Inclusion International. Where there is more than 1 full member in a country, those full members will agree how to share the vote and, in the absence of such agreement, equal fractional votes will be assigned to the constituent organisations.

**Affiliate members:** organisations with an interest in the affairs of persons with intellectual disability, or a self-advocacy or family organisation which, in either case, accepts and supports the 'statement of unity', but which does not meet all of the requirements for full membership. Affiliated members have no voting rights at the General Assembly of Inclusion International.

**Individual members:** individuals who accept and support the 'statement of unity' and may be admitted as individual members without a vote. An individual member has the right to attend any and all meetings of the assembly.

# Organisational Structure

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Trustees served during the year 2022:

- **Sue Swenson**, President
- **Mark Mapemba**, Vice-President
- **Nagase Osamu**, Secretary General
- **Tim Gadd**, Treasurer
- **Jyrki Pinomaa**, co-opted
- **Jimmy Innes**, co-opted
- (appointed on 28th Feb 2022).

The current trustees are all experienced trustees of other organisations. They are elected by the General Assembly of member organisations, or appointed by the trustees. They met regularly online throughout 2022 in order to monitor the impact of the pandemic on our finances and work programme. The Trustees met face-to-face once in 2022, in London. Between meetings, other business is conducted by email.

Our global council is elected by our members based on our 5 regions. Each region has 2 representatives, one of which is a self-advocate with an intellectual disability. The council is a major link between our members and helps ensure the mission, strategy and work of the charity is directly influenced by our members. The council (whose members are the constitutional members of the organisation) held a virtual Council meeting in 2022 ahead of the General Assembly.

The Network held a General Assembly in November 2022. At the General Assembly the President, the Vice President and the Secretary General were all re-elected. In addition, the General Assembly approved a recommendation of the Nominating Committee to extend Tim Gadd's term as Treasurer until the 2022 annual accounts have been signed.



The members also approved a proposal to change the constitution so that a Vice-President and a President-Elect or Past-President can be in place at the same time.

Inclusion International works collaboratively with member organisations and with worldwide organisations like the United Nations, the World Bank and national development agencies which fund Inclusion International to undertake projects to further their work and influence.

The trustees delegate the day-to-day running of the charity to the Executive Director, Connie Laurin-Bowie and her team. In setting salaries for staff, the trustees take account of a number of different factors including:

- the needs of its beneficiaries and members.
- funding available for the role if externally funded.
- the overall financial position of the organisation.
- the location of the role and the employment laws and employment market conditions in the country where the role is based.
- the need to attract the appropriate skills required to manage Inclusion International in a way that achieves its vision, mission and agreed strategy.

# Risk Management

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The trustees regularly review the mitigation against risks facing Inclusion International. The last review was carried out in January 2023 and identified the following main risks:

**Ensuring adequate income to continue our programme of work.** We continue to seek new sources of funds and have a good track record of attracting grants income. The Trustees are aware of the over reliance on our 2 main funding sources. The Trustees consider 2022 to be a transitional year in which we need to:

- Act to secure more funding to cover core costs.
- Ensure our core costs are spent in the best way to deliver our strategy.

**Loss of income from membership fees.** Financial pressures on member organisations continue to be a risk to the level of fees and donations they can make. The Trustees are either directly, or together with the Council and the Regions, staying in regular contact with our members.

**Foreign exchange risk.** Our accounts are published in US dollars which is the currency of a majority of our income. We will continue to monitor this closely.

**Concerns about security and conflicts in some countries.** In addition to the negative impact for our member organisations and people with disabilities in these countries, it could further lead to loss of core income for us.

**Reliance on a very small and dedicated team** of staff and volunteers to deliver our programme of work. We will try to reduce this risk as far as possible.

**Ensuring the safeguarding of our staff, volunteers, partners and beneficiaries.** We must have appropriate policies and procedures in place.

# Plans for the Future

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As we continue to manage in the new reality of the Pandemic, our members are learning how to connect and support each other in new and different ways. We know that it is more important than ever to share our strategies and collective voice.

To continue to be a strong and resilient organisation we will continue our efforts in 2023 on building systems and processes to enable our global network to share resources and strategies which make us more effective in moving our agenda forward.

## In 2023, we will...

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Identify diversified **funding sources** and ensuring our financial position is sustainable

Start preparations for the next **World Congress** and General Assembly, which will be held at the end of 2024, or early in 2025.

Implement the new **Strategic Plan** that was approved by the General Assembly. Part of the strategy is about how we involve more members in the work of the network. In 2023 we will establish committees and groups to create new opportunities for our members to get involved in the work of the network

Ensure our **governance, systems and communications** are fit for purpose, including, investing in our team and strengthening relationships within our network.

Launch a new **Learning Platform**.

# Trustees' Responsibilities Statement

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The trustees (who are also directors of Inclusion International for the purposes of company law) are responsible for preparing the trustees' report and the financial statements, in accordance with applicable law and UK accounting standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year. Under company law, the trustees must not approve the financial statements unless they are satisfied they give a true and fair view of the state of affairs of the charitable company and the group, and of the incoming resources and application of resources, including the income and expenditure of the charitable group for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the charities SORP
- make judgments and accounting estimates that are reasonable and prudent
- prepare the financial statements on the going concern basis, unless it is inappropriate to presume that the charitable group will continue in operation.

The trustees are responsible for keeping adequate accounting records which are:

- sufficient to show and explain the charitable company and the group's transactions
- disclose with reasonable accuracy at any time the financial position of the charitable group
- enable them to ensure that the financial statements comply with the Companies Act 2006.

They are also responsible for safeguarding the assets of the charitable company and the group, and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

# Disclosure of Information

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Each of the persons who are trustees at the time when this trustees' report is approved has confirmed that:

- so far as that trustee is aware, there is no relevant audit information of which the charitable group's auditors are unaware, and
- that trustee has taken all the steps that ought to have been taken as a trustee in order to be aware of any relevant audit information, and to establish that the charitable group's auditors are aware of that information.

## Auditors

The auditors, Peters Elworthy & Moore, have indicated their willingness to continue in office.

The designated trustees will propose a motion re-appointing the auditors at a meeting of the trustees.

This report was approved by the trustees, on and signed on their behalf by:



28 March 2023



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**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF INCLUSION INTERNATIONAL**

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**OPINION**

We have audited the financial statements of Inclusion International (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 December 2022 which comprise the Consolidated Statement of Financial Activities, the Consolidated Balance Sheet, the Charity Balance Sheet, the Consolidated Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the Group's and of the parent charitable company's affairs as at 31 December 2022 and of the Group's incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

**BASIS FOR OPINION**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the Group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

**CONCLUSIONS RELATING TO GOING CONCERN**

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Group's or the parent charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

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**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF INCLUSION INTERNATIONAL**  
**(CONTINUED)**

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**OTHER INFORMATION**

The other information comprises the information included in the Annual Report other than the financial statements and our Auditors' Report thereon. The Trustees are responsible for the other information contained within the Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

**OPINION ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' Report has been prepared in accordance with applicable legal requirements.

**MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION**

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

We have nothing to report in respect of the following matters in relation to which Companies Act 2006 requires us to report to you if, in our opinion:

- the parent charitable company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' Report and from the requirement to prepare a Strategic Report.

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**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF INCLUSION INTERNATIONAL**  
**(CONTINUED)**

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**RESPONSIBILITIES OF TRUSTEES**

As explained more fully in the Trustees' Responsibilities Statement, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the Group's and the parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the Group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

**AUDITORS' RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' Report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the charitable company through discussions with trustees and other management, and from our knowledge and experience of the charity sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charitable company, including the Companies Act 2006, Charities Act 2011 and taxation legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence;
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit; and
- we reviewed the minutes of Trustees' meetings to identify and references to non-compliances with laws and regulations

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**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF INCLUSION INTERNATIONAL**  
**(CONTINUED)**

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We assessed the susceptibility of the charitable company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we;

- tested journal entries to identify unusual transactions;
- evaluated the assumptions and judgements used by management within significant accounting estimates and assessed whether these indicated evidence of management bias; and
- performed audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims; and
- reviewing correspondence with relevant regulators such as the Charity Commission.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Auditors' Report.

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**NCLUS ON NTERNAT ONAL**  
**(A Company Limited by Guarantee)**

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**NDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF NCLUS ON NTERNAT ONAL**  
**(CONTINUED)**

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**USE OF OUR REPORT**

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the charitable company's trustees, as a body, Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditors' Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.



**Kelly Bretherick (Senior Statutory Auditor)**

for and on behalf of

**Peters Elworthy & Moore**

Chartered Accountants

Statutory Auditors

Salisbury House

Station Road

Cambridge

CB1 2LA

Date: 30 March 2013

**INCLUSION INTERNATIONAL**  
(A Company Limited by Guarantee)

**CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND  
EXPENDITURE ACCOUNT)  
FOR THE YEAR ENDED 31 DECEMBER 2022**

|                                                                     |           | Unrestricted<br>general<br>funds<br>2022<br>\$ | Unrestricted<br>designated<br>funds<br>2022<br>\$ | Restricted<br>funds<br>2022<br>\$ | Total funds<br>2022<br>\$ | Total funds<br>2021<br>\$ |
|---------------------------------------------------------------------|-----------|------------------------------------------------|---------------------------------------------------|-----------------------------------|---------------------------|---------------------------|
|                                                                     | Note      |                                                |                                                   |                                   |                           |                           |
| <b>INCOME FROM:</b>                                                 |           |                                                |                                                   |                                   |                           |                           |
| Donations                                                           | 2         | 132,656                                        | -                                                 | 94                                | 132,750                   | 114,146                   |
| Charitable activities                                               | 3         | -                                              | -                                                 | 957,003                           | 957,003                   | 1,233,503                 |
| Investment                                                          | 4         | 146                                            | -                                                 | -                                 | 146                       | 13                        |
| Other income                                                        | 5         | 422                                            | -                                                 | -                                 | 422                       | 4,522                     |
| <b>TOTAL INCOME</b>                                                 |           | <b>133,224</b>                                 | <b>-</b>                                          | <b>957,097</b>                    | <b>1,090,321</b>          | <b>1,352,184</b>          |
| <b>EXPENDITURE ON:</b>                                              |           |                                                |                                                   |                                   |                           |                           |
| Charitable activities                                               | 6         | 84,899                                         | 67,394                                            | 989,517                           | 1,141,810                 | 1,069,854                 |
| <b>TOTAL EXPENDITURE</b>                                            |           | <b>84,899</b>                                  | <b>67,394</b>                                     | <b>989,517</b>                    | <b>1,141,810</b>          | <b>1,069,854</b>          |
| <b>NET<br/>(EXPENDITURE)/INCOME</b>                                 |           | <b>48,325</b>                                  | <b>(67,394)</b>                                   | <b>(32,420)</b>                   | <b>(51,489)</b>           | <b>282,330</b>            |
| Transfers between funds                                             | 12        | (20,000)                                       | 20,000                                            | -                                 | -                         | -                         |
| <b>NET MOVEMENT IN FUNDS<br/>BEFORE OTHER<br/>RECOGNISED LOSSES</b> |           | <b>28,325</b>                                  | <b>(47,394)</b>                                   | <b>(32,420)</b>                   | <b>(51,489)</b>           | <b>282,330</b>            |
| <b>OTHER RECOGNISED<br/>LOSSES:</b>                                 |           |                                                |                                                   |                                   |                           |                           |
| Other gains/(losses)                                                | 12        | (27,012)                                       | -                                                 | -                                 | (27,012)                  | (6,392)                   |
| <b>NET MOVEMENT IN FUNDS</b>                                        |           | <b>1,313</b>                                   | <b>(47,394)</b>                                   | <b>(32,420)</b>                   | <b>(78,501)</b>           | <b>275,938</b>            |
| <b>RECONCILIATION OF<br/>FUNDS:</b>                                 |           |                                                |                                                   |                                   |                           |                           |
| Total funds brought forward                                         | 12        | 152,622                                        | 164,492                                           | 601,174                           | 918,288                   | 642,350                   |
| Net movement in funds                                               | 12        | 1,313                                          | (47,394)                                          | (32,420)                          | (78,501)                  | 275,938                   |
| <b>TOTAL FUNDS CARRIED<br/>FORWARD</b>                              | <b>12</b> | <b>153,935</b>                                 | <b>117,098</b>                                    | <b>568,754</b>                    | <b>839,787</b>            | <b>918,288</b>            |

The notes on pages 36 to 53 form part of these financial statements.

**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**  
**REGISTERED NUMBER: 05072000**

**CONSOLIDATED BALANCE SHEET**  
**AS AT 31 DECEMBER 2022**

|                                                | Note | 2022<br>\$     | 2021<br>\$     |
|------------------------------------------------|------|----------------|----------------|
| <b>CURRENT ASSETS</b>                          |      |                |                |
| Debtors                                        | 10   | 182,547        | 12,090         |
| Cash at bank and in hand                       |      | 751,210        | 964,838        |
|                                                |      | <u>933,757</u> | <u>976,928</u> |
| Creditors: amounts falling due within one year | 11   | (93,970)       | (58,640)       |
| <b>NET CURRENT ASSETS</b>                      |      | <b>839,787</b> | <b>918,288</b> |
| <b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>   |      | <b>839,787</b> | <b>918,288</b> |
| <b>TOTAL NET ASSETS</b>                        |      | <b>839,787</b> | <b>918,288</b> |
| <b>CHARITY FUNDS</b>                           |      |                |                |
| Restricted funds                               | 12   | 568,754        | 601,174        |
| Unrestricted funds                             |      |                |                |
| Designated funds                               | 12   | 117,098        | 164,492        |
| General funds                                  | 12   | 153,935        | 152,622        |
| Total unrestricted funds                       | 12   | <u>271,033</u> | <u>317,114</u> |
| <b>TOTAL FUNDS</b>                             |      | <b>839,787</b> | <b>918,288</b> |

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

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

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:



**Mr T J Gadd**

Treasurer

Date: 28 March 2023

The notes on pages 36 to 53 form part of these financial statements.

**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**  
**REGISTERED NUMBER: 05072000**

**CHARITY BALANCE SHEET**  
**AS AT 31 DECEMBER 2022**

|                                                | Note | 2022<br>\$            | 2021<br>\$            |
|------------------------------------------------|------|-----------------------|-----------------------|
| <b>FIXED ASSETS</b>                            |      |                       |                       |
| Investments                                    | 9    | 1                     | 1                     |
|                                                |      | <u>1</u>              | <u>1</u>              |
| <b>CURRENT ASSETS</b>                          |      |                       |                       |
| Debtors                                        | 10   | 182,548               | 12,090                |
| Cash at bank and in hand                       |      | 749,205               | 962,833               |
|                                                |      | <u>931,753</u>        | <u>974,923</u>        |
| Creditors: amounts falling due within one year | 11   | (93,971)              | (58,640)              |
|                                                |      | <u>837,782</u>        | <u>916,283</u>        |
| <b>NET CURRENT ASSETS</b>                      |      | <u>837,782</u>        | <u>916,283</u>        |
| <b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>   |      | <u>837,783</u>        | <u>916,284</u>        |
| <b>TOTAL NET ASSETS</b>                        |      | <u><u>837,783</u></u> | <u><u>916,284</u></u> |
| <b>CHARITY FUNDS</b>                           |      |                       |                       |
| Restricted funds                               | 12   | 568,754               | 601,174               |
| Unrestricted funds                             |      |                       |                       |
| Designated funds                               | 12   | 117,098               | 164,492               |
| General funds                                  | 12   | 151,931               | 150,618               |
|                                                |      | <u>269,029</u>        | <u>315,110</u>        |
| <b>TOTAL FUNDS</b>                             |      | <u><u>837,783</u></u> | <u><u>916,284</u></u> |

The charity's net movement in funds for the year was \$(78,501) (2021 - \$275,938).

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

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

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:



**Mr T J Gadd**

Treasurer

Date: 28 March 2023

The notes on pages 36 to 53 form part of these financial statements.

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**INCLUSION INTERNATIONAL**  
(A Company Limited by Guarantee)

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**CONSOLIDATED STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 DECEMBER 2022**

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|                                                         | <b>2022</b>      | 2021           |
|---------------------------------------------------------|------------------|----------------|
|                                                         | <b>\$</b>        | <b>\$</b>      |
| <b>CASH FLOWS FROM OPERATING ACTIVITIES</b>             |                  |                |
| Net cash used in operating activities                   | <b>(213,774)</b> | 288,343        |
|                                                         | <hr/>            | <hr/>          |
| <b>CASH FLOWS FROM INVESTING ACTIVITIES</b>             |                  |                |
| Dividends, interests and rents from investments         | <b>146</b>       | 13             |
|                                                         | <hr/>            | <hr/>          |
| <b>NET CASH PROVIDED BY INVESTING ACTIVITIES</b>        | <b>146</b>       | <b>13</b>      |
|                                                         | <hr/>            | <hr/>          |
| <b>CHANGE IN CASH AND CASH EQUIVALENTS IN THE YEAR</b>  | <b>(213,628)</b> | <b>288,356</b> |
| Cash and cash equivalents at the beginning of the year  | <b>964,838</b>   | 676,482        |
|                                                         | <hr/>            | <hr/>          |
| <b>CASH AND CASH EQUIVALENTS AT THE END OF THE YEAR</b> | <b>751,210</b>   | 964,838        |
|                                                         | <hr/> <hr/>      | <hr/> <hr/>    |

The notes on pages 36 to 53 form part of these financial statements

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**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2022**

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**1. ACCOUNTING POLICIES**

**1.1 BASIS OF PREPARATION OF FINANCIAL STATEMENTS**

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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 Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Inclusion International meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The Consolidated Statement of Financial Activities (SOFA) and Consolidated Balance Sheet consolidate the financial statements of the charity and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

**1.2 BASIS OF CONSOLIDATION**

The financial statements consolidate the accounts of Inclusion International and its subsidiary undertaking, Inclusion International Trading Limited.

The charity has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own Statement of Financial Activities in these financial statements.

The Statement of Financial Activities for the year dealt with in the accounts of the charity showed net deficit of \$78,501 (2021 - income \$275,938).

**1.3 COMPANY STATUS**

The charity is a company limited by guarantee. The members of the company are the Trustees named on page 1. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

**1.4 GOING CONCERN**

The Trustees have prepared forecasts through to December 2024 and considered the trading period beyond this. The Trustees have reviewed the cash requirements of the business and expected inflows.

Upon their review, the Trustees believe the charity will have sufficient resources to meet its liabilities as they fall due for the foreseeable future and therefore continue to adopt the going concern basis in preparing the financial statements.

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**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2022**

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**1. ACCOUNTING POLICIES (CONTINUED)**

**1.5 INCOME**

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Consolidated Statement of Financial Activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance Sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Membership income is recognised in the period to which it relates to. Any membership income received in advance is deferred.

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

**1.6 EXPENDITURE**

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 allocated on the portion of the asset's use.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Group's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

**1.7 FOREIGN CURRENCIES**

Monetary assets and liabilities denominated in foreign currencies are translated into dollars at rates of exchange ruling at the reporting date.

Transactions in foreign currencies are translated into dollars at the rate ruling on the date of the transaction.

Exchange gains and losses are recognised in the Consolidated Statement of Financial Activities.

**1.8 INVESTMENTS**

Investments in subsidiaries are valued at cost less provision for impairment.

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**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2022**

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**1. ACCOUNTING POLICIES (CONTINUED)**

**1.9 DEBTORS**

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

**1.10 CASH AT BANK AND IN HAND**

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

**1.11 LIABILITIES AND PROVISIONS**

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Consolidated Statement of Financial Activities as a finance cost.

**1.12 FINANCIAL INSTRUMENTS**

The Group only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

**1.13 OPERATING LEASES**

Rentals paid under operating leases are charged to the Consolidated Statement of Financial Activities on a straight-line basis over the lease term.

**1.14 PENSIONS**

The charity contributes to the statutory government backed pension plan (NEST) for its UK based employees. Contributions are charged to the profit and loss account as incurred.

**INCLUSION INTERNATIONAL**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2022**

**1. ACCOUNTING POLICIES (CONTINUED)**

**1.15 FUND ACCOUNTING**

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Group and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Group for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

**2. INCOME FROM DONATIONS AND LEGACIES**

|                   | Unrestricted<br>funds<br>2022<br>\$ | Restricted<br>funds<br>2022<br>\$ | Total<br>funds<br>2022<br>\$ | Total<br>funds<br>2021<br>\$ |
|-------------------|-------------------------------------|-----------------------------------|------------------------------|------------------------------|
| Donations         | 10,017                              | 94                                | 10,111                       | 3,814                        |
| Membership income | 80,129                              | -                                 | 80,129                       | 82,556                       |
| Inclusion Fund    | 42,510                              | -                                 | 42,510                       | 27,776                       |
|                   | <u>132,656</u>                      | <u>94</u>                         | <u>132,750</u>               | <u>114,146</u>               |
| TOTAL 2021        | <u>110,332</u>                      | <u>3,814</u>                      | <u>114,146</u>               |                              |

**3. INCOME FROM CHARITABLE ACTIVITIES**

|                     | Restricted<br>funds<br>2022<br>\$ | Total<br>funds<br>2022<br>\$ | Total<br>funds<br>2021<br>\$ |
|---------------------|-----------------------------------|------------------------------|------------------------------|
| Grants for projects | 957,003                           | 957,003                      | 1,233,503                    |
|                     | <u>957,003</u>                    | <u>957,003</u>               |                              |
| TOTAL 2021          | <u>1,233,503</u>                  | <u>1,233,503</u>             |                              |

**INCLUSION INTERNATIONAL**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2022**

**4. INVESTMENT INCOME**

|               | <b>Unrestricted<br/>funds<br/>2022<br/>\$</b> | <b>Total<br/>funds<br/>2022<br/>\$</b> | Total<br>funds<br>2021<br>\$ |
|---------------|-----------------------------------------------|----------------------------------------|------------------------------|
| Bank interest | 146                                           | <b>146</b>                             | 13                           |
|               | <u>13</u>                                     | <u>13</u>                              |                              |
| TOTAL 2021    | <u>13</u>                                     | <u>13</u>                              |                              |

**5. OTHER INCOMING RESOURCES**

|                      | <b>Unrestricted<br/>funds<br/>2022<br/>\$</b> | <b>Total<br/>funds<br/>2022<br/>\$</b> | Total<br>funds<br>2021<br>\$ |
|----------------------|-----------------------------------------------|----------------------------------------|------------------------------|
| UK Government grants | -                                             | -                                      | 4,522                        |
| Services             | 422                                           | <b>422</b>                             | -                            |
|                      | <u>422</u>                                    | <u>422</u>                             | <u>4,522</u>                 |
| TOTAL 2021           | <u>4,522</u>                                  | <u>4,522</u>                           |                              |

UK government grants represent amounts receivable under the Coronavirus Job Retention Scheme (CJRS) to cover the salaries of furloughed employees in the UK.

**INCLUSION INTERNATIONAL**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2022**

**6. ANALYSIS OF EXPENDITURE BY ACTIVITIES**

|                       | Activities<br>undertaken<br>directly<br>2022<br>\$ | Support<br>costs<br>2022<br>\$ | Total<br>funds<br>2022<br>\$ | Total<br>funds<br>2021<br>\$ |
|-----------------------|----------------------------------------------------|--------------------------------|------------------------------|------------------------------|
| Charitable activities | 1,121,593                                          | 20,217                         | <b>1,141,810</b>             | 1,069,854                    |
|                       | <u>1,043,510</u>                                   | <u>26,344</u>                  | <u>1,069,854</u>             |                              |
| TOTAL 2021            |                                                    |                                |                              |                              |

Expenditure on charitable activities was \$1,141,810 (2021 - \$1,069,854) of which \$84,899 (2021 - \$106,005) was unrestricted, \$67,394 (2021 - \$27,018) was designated and \$989,517 (2021 - \$936,831) was restricted.

**ANALYSIS OF DIRECT COSTS**

|                            | Activities<br>2022<br>\$ | Total<br>funds<br>2022<br>\$ | Total<br>funds<br>2021<br>\$ |
|----------------------------|--------------------------|------------------------------|------------------------------|
| Staff costs                | 407,143                  | <b>407,143</b>               | 526,922                      |
| Consultancy                | 222,823                  | <b>222,823</b>               | 103,971                      |
| Insurance                  | 2,350                    | <b>2,350</b>                 | 2,736                        |
| General expenses           | 30,003                   | <b>30,003</b>                | 9,629                        |
| Publications and printing  | 5,240                    | <b>5,240</b>                 | 7,971                        |
| Rent                       | 16,237                   | <b>16,237</b>                | 18,265                       |
| Computer consumables       | 12,241                   | <b>12,241</b>                | 13,894                       |
| Telephone and internet     | 3,883                    | <b>3,883</b>                 | 4,037                        |
| Translation expenses       | 6,984                    | <b>6,984</b>                 | 20,110                       |
| Travel and accommodation   | 157,656                  | <b>157,656</b>               | 35,145                       |
| Project costs              | 236,600                  | <b>236,600</b>               | 285,405                      |
| Legal costs                | 811                      | <b>811</b>                   | -                            |
| Website and communications | 19,622                   | <b>19,622</b>                | 15,425                       |
|                            | <u>1,121,593</u>         | <u><b>1,121,593</b></u>      | <u>1,043,510</u>             |
| TOTAL 2021                 | <u>1,043,510</u>         | <u>1,043,510</u>             |                              |

**INCLUSION INTERNATIONAL**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2022**

**6. ANALYSIS OF EXPENDITURE BY ACTIVITIES (CONTINUED)**

**ANALYSIS OF SUPPORT COSTS**

|                  | <b>Activities<br/>2022<br/>\$</b> | <b>Total<br/>funds<br/>2022<br/>\$</b> | <b>Total<br/>funds<br/>2021<br/>\$</b> |
|------------------|-----------------------------------|----------------------------------------|----------------------------------------|
| Audit fees       | 17,723                            | <b>17,723</b>                          | 13,875                                 |
| Accountancy fees | 2,494                             | <b>2,494</b>                           | 12,469                                 |
|                  | <u>20,217</u>                     | <u><b>20,217</b></u>                   | <u>26,344</u>                          |
|                  | <u>26,344</u>                     | <u><b>26,344</b></u>                   |                                        |
| TOTAL 2021       |                                   |                                        |                                        |

**7. AUDITORS' REMUNERATION**

|                                                                                      | <b>2022<br/>\$</b>  | <b>2021<br/>\$</b> |
|--------------------------------------------------------------------------------------|---------------------|--------------------|
| Fees payable to the charity's auditor for the audit of the charity's annual accounts | <b>17,723</b>       | 13,875             |
| Fees payable to the charity's auditor in respect of:                                 |                     |                    |
| All non-audit services not included above                                            | <u><b>4,363</b></u> | <u>8,751</u>       |

**INCLUSION INTERNATIONAL**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2022**

**8. STAFF COSTS**

|                                                      | <b>Group<br/>2022<br/>\$</b> | Group<br>2021<br>\$ | <b>Company<br/>2022<br/>\$</b> | Company<br>2021<br>\$ |
|------------------------------------------------------|------------------------------|---------------------|--------------------------------|-----------------------|
| Wages and salaries                                   | <b>376,659</b>               | 479,534             | <b>376,659</b>                 | 479,534               |
| Social security costs                                | <b>23,152</b>                | 36,413              | <b>23,152</b>                  | 36,413                |
| Contribution to defined contribution pension schemes | <b>7,332</b>                 | 10,975              | <b>7,332</b>                   | 10,975                |
|                                                      | <b>407,143</b>               | 526,922             | <b>407,143</b>                 | 526,922               |

During the year one individual received redundancy pay of \$25,068 (2021: \$Nil) which represents \$17,743 statutory redundancy pay and \$7,325 ex-gratia payment.

The average number of persons employed by the charity during the year was as follows:

|           | <b>Group<br/>2022<br/>No.</b> | Group<br>2021<br>No. | <b>Company<br/>2022<br/>No.</b> | Company<br>2021<br>No. |
|-----------|-------------------------------|----------------------|---------------------------------|------------------------|
| Employees | <b>5</b>                      | 7                    | <b>5</b>                        | 7                      |

The number of employees whose employee benefits (excluding employer pension costs) exceeded \$60,000 was:

|                                   | <b>Group<br/>2022<br/>No.</b> | Group<br>2021<br>No. |
|-----------------------------------|-------------------------------|----------------------|
| In the band \$130,001 - \$140,000 | <b>1</b>                      | 1                    |

During the year expenses of \$9,509 (2021 - \$3,143) were reimbursed to five (2021 - two) trustees. No remuneration was paid to any trustees during the period in accordance with the Articles of Association.

The key management personnel of the charity comprises the trustees, the Executive Director, Finance and Programmes Manager, Project Manager and Coordinator/Administrator of the charity. The total employee benefits of the key management personnel of the charity were \$246,479 (2021 - \$253,467).

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**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2022**

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**9. FIXED ASSET INVESTMENTS**

|                     | Investments<br>in<br>subsidiary<br>companies<br>\$ |
|---------------------|----------------------------------------------------|
| <b>CHARITY</b>      |                                                    |
| <b>COST</b>         |                                                    |
| At 1 January 2022   | 1                                                  |
| AT 31 DECEMBER 2022 | <u>1</u>                                           |

**PRINCIPAL SUBSIDIARIES**

The following was a subsidiary undertaking of the charity:

| <b>Name</b>               | <b>Company<br/>number</b> | <b>Holding</b> | <b>Included in<br/>consolidation</b> |
|---------------------------|---------------------------|----------------|--------------------------------------|
| Inclusion Trading Limited | 10706721                  | 100%           | Yes                                  |

The financial results of the subsidiary for the year were:

| <b>Name</b>               | <b>Net assets<br/>\$</b> |
|---------------------------|--------------------------|
| Inclusion Trading Limited | <b>2,005</b>             |

**INCLUSION INTERNATIONAL**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2022**

**10. DEBTORS**

|                            | <b>Group<br/>2022<br/>\$</b> | Group<br>2021<br>\$ | <b>Company<br/>2022<br/>\$</b> | Company<br>2021<br>\$ |
|----------------------------|------------------------------|---------------------|--------------------------------|-----------------------|
| <b>DUE WITHIN ONE YEAR</b> |                              |                     |                                |                       |
| Trade debtors              | <b>182,547</b>               | 11,700              | <b>182,547</b>                 | 11,699                |
| Other debtors              | -                            | 390                 | -                              | 390                   |
| Prepayments                | -                            | -                   | <b>1</b>                       | 1                     |
|                            | <u><b>182,547</b></u>        | <u>12,090</u>       | <u><b>182,548</b></u>          | <u>12,090</u>         |

**11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

|                                    | <b>Group<br/>2022<br/>\$</b> | Group<br>2021<br>\$ | <b>Company<br/>2022<br/>\$</b> | Company<br>2021<br>\$ |
|------------------------------------|------------------------------|---------------------|--------------------------------|-----------------------|
| Trade creditors                    | -                            | 205                 | -                              | 205                   |
| Amounts owed to group undertakings | -                            | -                   | <b>1</b>                       | 1                     |
| Accruals                           | <b>93,970</b>                | 58,435              | <b>93,970</b>                  | 58,434                |
|                                    | <u><b>93,970</b></u>         | <u>58,640</u>       | <u><b>93,971</b></u>           | <u>58,640</u>         |

**INCLUSION INTERNATIONAL**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2022**

**12. STATEMENT OF FUNDS**

**STATEMENT OF FUNDS - CURRENT YEAR**

|                                 | Balance at 1<br>January<br>2022<br>\$ | Income<br>\$   | Expenditure<br>\$ | Transfers<br>in/out<br>\$ | Gains/<br>(Losses)<br>\$ | Balance at<br>31<br>December<br>2022<br>\$ |
|---------------------------------|---------------------------------------|----------------|-------------------|---------------------------|--------------------------|--------------------------------------------|
| <b>UNRESTRICTED FUNDS</b>       |                                       |                |                   |                           |                          |                                            |
| <b>DESIGNATED FUNDS</b>         |                                       |                |                   |                           |                          |                                            |
| Equipment and website           | 21,057                                | -              | (18,486)          | 5,000                     | -                        | 7,571                                      |
| Global event                    | 40,708                                | -              | -                 | 15,000                    | -                        | 55,708                                     |
| Inclusive education             | 8,500                                 | -              | (8,500)           | -                         | -                        | -                                          |
| Solidarity fund                 | 16,907                                | -              | (16,907)          | -                         | -                        | -                                          |
| Development fund                | 77,320                                | -              | (23,501)          | -                         | -                        | 53,819                                     |
|                                 | <u>164,492</u>                        | <u>-</u>       | <u>(67,394)</u>   | <u>20,000</u>             | <u>-</u>                 | <u>117,098</u>                             |
| <b>GENERAL FUNDS</b>            |                                       |                |                   |                           |                          |                                            |
| Unrestricted funds              | 150,618                               | 133,224        | (84,899)          | (20,000)                  | (27,012)                 | 151,931                                    |
| Subsidiary                      | 2,004                                 | -              | -                 | -                         | -                        | 2,004                                      |
|                                 | <u>152,622</u>                        | <u>133,224</u> | <u>(84,899)</u>   | <u>(20,000)</u>           | <u>(27,012)</u>          | <u>153,935</u>                             |
| <b>TOTAL UNRESTRICTED FUNDS</b> | <u>317,114</u>                        | <u>133,224</u> | <u>(152,293)</u>  | <u>-</u>                  | <u>(27,012)</u>          | <u>271,033</u>                             |
| <b>RESTRICTED FUNDS</b>         |                                       |                |                   |                           |                          |                                            |
| Wellspring                      | 119,868                               | 225,000        | (236,868)         | -                         | -                        | 108,000                                    |
| Sightsavers                     | -                                     | 51,672         | (51,672)          | -                         | -                        | -                                          |
| Inclusion Works                 | -                                     | -              | -                 | -                         | -                        | -                                          |
| Open Society Foundation (III)   | 415,095                               | -              | (268,450)         | -                         | -                        | 146,645                                    |
| Norad/IDA                       | -                                     | 145,629        | (145,629)         | -                         | -                        | -                                          |

**INCLUSION INTERNATIONAL**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2022**

**12. STATEMENT OF FUNDS (CONTINUED)**

**STATEMENT OF FUNDS - CURRENT YEAR (continued)**

|                                               | Balance at 1<br>January<br>2022<br>\$ | Income<br>\$            | Expenditure<br>\$         | Transfers<br>in/out<br>\$ | Gains/<br>(Losses)<br>\$ | Balance at<br>31<br>December<br>2022<br>\$ |
|-----------------------------------------------|---------------------------------------|-------------------------|---------------------------|---------------------------|--------------------------|--------------------------------------------|
| The World Bank                                | (9,020)                               | 98,104                  | (89,084)                  | -                         | -                        | -                                          |
| Ford Foundation                               | 71,417                                | -                       | (71,417)                  | -                         | -                        | -                                          |
| Liz Legacy                                    | 3,814                                 | 94                      | (3,908)                   | -                         | -                        | -                                          |
| DRF Guidelines                                | -                                     | 21,100                  | (10,213)                  | -                         | -                        | 10,887                                     |
| IDA/MFA Finland                               | -                                     | 16,000                  | (12,778)                  | -                         | -                        | 3,222                                      |
| International<br>Rescue<br>Committee          | -                                     | 500                     | (500)                     | -                         | -                        | -                                          |
| Open Society<br>Foundation<br>General Support | -                                     | 300,000                 | -                         | -                         | -                        | 300,000                                    |
| Sightsavers<br>Technical<br>Partnership       | -                                     | 98,998                  | (98,998)                  | -                         | -                        | -                                          |
|                                               | <u>601,174</u>                        | <u>957,097</u>          | <u>(989,517)</u>          | <u>-</u>                  | <u>-</u>                 | <u>568,754</u>                             |
| <b>TOTAL OF<br/>FUNDS</b>                     | <u><b>918,288</b></u>                 | <u><b>1,090,321</b></u> | <u><b>(1,141,810)</b></u> | <u><b>-</b></u>           | <u><b>(27,012)</b></u>   | <u><b>839,787</b></u>                      |

Charity only funds at the year end are \$837,783 (2021 - \$916,284). This represents the balances listed above excluding the subsidiary balance of \$2,004 (2021 - \$2,004).

**INCLUSION INTERNATIONAL**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2022**

**12. STATEMENT OF FUNDS (CONTINUED)**

**STATEMENT OF FUNDS - PRIOR YEAR**

|                                 | Balance at<br>1 January<br>2021<br>\$ | Income<br>\$   | Expenditure<br>\$ | Transfers<br>in/out<br>\$ | Gains/<br>(Losses)<br>\$ | Balance at<br>31<br>December<br>2021<br>\$ |
|---------------------------------|---------------------------------------|----------------|-------------------|---------------------------|--------------------------|--------------------------------------------|
| <b>UNRESTRICTED FUNDS</b>       |                                       |                |                   |                           |                          |                                            |
| <b>DESIGNATED FUNDS</b>         |                                       |                |                   |                           |                          |                                            |
| Equipment and website           | 27,000                                | -              | (5,943)           | -                         | -                        | 21,057                                     |
| Global event                    | 45,190                                | -              | (4,482)           | -                         | -                        | 40,708                                     |
| Inclusive education             | 10,000                                | -              | (1,500)           | -                         | -                        | 8,500                                      |
| Solidarity fund                 | 32,000                                | -              | (15,093)          | -                         | -                        | 16,907                                     |
| Development fund                | -                                     | -              | -                 | 77,320                    | -                        | 77,320                                     |
|                                 | <u>114,190</u>                        | <u>-</u>       | <u>(27,018)</u>   | <u>77,320</u>             | <u>-</u>                 | <u>164,492</u>                             |
| <b>GENERAL FUNDS</b>            |                                       |                |                   |                           |                          |                                            |
| Unrestricted funds              | 147,055                               | 114,867        | (106,005)         | -                         | (5,299)                  | 150,618                                    |
| Subsidiary                      | 2,004                                 | -              | -                 | -                         | -                        | 2,004                                      |
|                                 | <u>149,059</u>                        | <u>114,867</u> | <u>(106,005)</u>  | <u>-</u>                  | <u>(5,299)</u>           | <u>152,622</u>                             |
| <b>TOTAL UNRESTRICTED FUNDS</b> | <u>263,249</u>                        | <u>114,867</u> | <u>(133,023)</u>  | <u>77,320</u>             | <u>(5,299)</u>           | <u>317,114</u>                             |
| <b>RESTRICTED FUNDS</b>         |                                       |                |                   |                           |                          |                                            |
| IHC New Zealand                 | 77,320                                | -              | -                 | (77,320)                  | -                        | -                                          |
| Wellspring                      | 124,791                               | 225,000        | (229,923)         | -                         | -                        | 119,868                                    |
| Sightsavers Inclusion Works     | 1,128                                 | 112,231        | (112,266)         | -                         | (1,093)                  | -                                          |

**INCLUSION INTERNATIONAL**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2022**

**12. STATEMENT OF FUNDS (CONTINUED)**

**STATEMENT OF FUNDS - PRIOR YEAR (CONTINUED)**

|                                  | Balance at<br>1 January<br>2021<br>\$ | Income<br>\$     | Expenditure<br>\$  | Transfers<br>in/out<br>\$ | Gains/<br>(Losses)<br>\$ | Balance at<br>31<br>December<br>2021<br>\$ |
|----------------------------------|---------------------------------------|------------------|--------------------|---------------------------|--------------------------|--------------------------------------------|
| Local projects                   | 11,820                                | 70,189           | (82,009)           | -                         | -                        | -                                          |
| Open Society<br>Foundation (III) | 148,515                               | 535,000          | (268,420)          | -                         | -                        | 415,095                                    |
| Norad/IDA                        | -                                     | 136,103          | (136,103)          | -                         | -                        | -                                          |
| Keystone<br>Human Services       | 503                                   | -                | (503)              | -                         | -                        | -                                          |
| UNDP                             | 5,216                                 | -                | (5,216)            | -                         | -                        | -                                          |
| IDA Listen<br>Include Respect    | 9,808                                 | 10,000           | (19,808)           | -                         | -                        | -                                          |
| International<br>Labour Office   | -                                     | 15,000           | (15,000)           | -                         | -                        | -                                          |
| The World Bank                   | -                                     | 29,980           | (39,000)           | -                         | -                        | (9,020)                                    |
| Ford Foundation                  | -                                     | 100,000          | (28,583)           | -                         | -                        | 71,417                                     |
| Liz Legacy                       | -                                     | 3,814            | -                  | -                         | -                        | 3,814                                      |
|                                  | <u>379,101</u>                        | <u>1,237,317</u> | <u>(936,831)</u>   | <u>(77,320)</u>           | <u>(1,093)</u>           | <u>601,174</u>                             |
| <b>TOTAL OF<br/>FUNDS</b>        | <u>642,350</u>                        | <u>1,352,184</u> | <u>(1,069,854)</u> | <u>-</u>                  | <u>(6,392)</u>           | <u>918,288</u>                             |

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**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2022**

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**12. STATEMENT OF FUNDS (CONTINUED)**

The purposes of the designated funds are as follows:

**Equipment and website**

To set aside funds for future equipment purchases.

**Global Event**

Funding for global events (Council, General Assemblies, a future World Congress).

**Inclusive Education**

To assist our members with initiatives building on larger education reform efforts, as well as to support the development of leaders to effectively bring about inclusive education.

**Solidarity fund**

Voluntary contributions by members to the work of Inclusion International following changes to the fee structure agreed at the General Assembly in 2016.

**Development fund**

Funding for future organisational and regional development.

The purposes of the restricted funds are as follows:

**Wellspring**

To strengthen activism by connecting people, communities and organizations to take action for inclusion, and to build partnerships on key issues to advance advocacy; improve capacity and effectiveness of our impact.

**Sightsavers with funding from the Department for International Development (DFID)**

To address the lack of access to employment opportunities in open labour markets for persons with disabilities in low income countries. Inclusion International will focus its contributions on the inclusion of people with intellectual disabilities, although the models and learning from this target group will have implications for the broader project.

**Open Society Foundation**

To build the capacity of Inclusion International to identify key issues of discrimination, and to develop tools for self-advocacy and family organisations to use in implementing inclusion.

**The World Bank**

To document the successes of community-led and family centred approaches for mobilising inclusive education advocacy in Africa and Latin America. To create relevant guides and knowledge materials to support the effectiveness of inclusive education advocacy in communities.

**Ford Foundation**

To strengthen the organisation by supporting the development of a new strategy including a new long term funding strategy.

**Liz Legacy**

To create a grant to support a group of people with intellectual disabilities to design and deliver their own project to advocate for inclusive employment in their community. It is made up of funds donated in memory of Liz Haverda.

**DRF Guidelines**

To organise consultations with self-advocates to review the draft Guidelines on Deinstitutionalization, and

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**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2022**

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**12. STATEMENT OF FUNDS (CONTINUED)**

to develop an accessible version of the guidelines.

**IDA/MFA Finland**

To build and launch the Listen Include Respect website, including practical guidelines on inclusive participation and the creation of training modules on inclusive participation.

**International Rescue Committee**

To provide technical advice to IRC in developing an inclusive consultation process for self-advocates.

**Open Society Foundation General Support**

To provide general support to the work of Inclusion International.

**Sightsavers Technical Partnership**

To build the capacity of Sightsavers staff to understand better the barriers experienced by people with intellectual disabilities and to develop the skills and knowledge of process that will enable greater inclusion of people with intellectual disabilities within Sightsavers' programmes.

**IHC New Zealand**

To provide a contingency fund for the London office and the Secretariat of Inclusion International. During the prior year, the original donor approached Inclusion International to offer to remove the restrictions on the grant. As such, the balance was transferred to general funds in 2021 which the Trustees have agreed to designate for the Development Fund.

**International Labour Office**

To strengthen the knowledge base on current practices and possible innovations related to building disability inclusive social protection systems. To develop a report on existing support services for persons with intellectual disabilities and their families, and produce accessible material on social protection.

**Keystone Human Services**

To assess country contexts, and to build capacities and technical skills of country level partners.

**UNDP**

To support further development of practical guidelines for election stakeholders. Inclusion International delivered 10 consultations with persons with intellectual and psychosocial disabilities.

**IDA Listen Include Respect**

To establish a set of agreed and endorsed guidelines for the inclusion, support and participation of people with intellectual disabilities, including in the employment sector. As self-advocacy leadership develops and the inclusion of persons with an intellectual disability in national, regional and international advocacy work grows, Inclusion International has recognised the need for support in making sure their work is inclusive and that self-advocates with an intellectual disability can participate fully. This project has been jointly implemented with Down Syndrome International (DSI).

**Norad/IDA**

To grow the self-advocacy movement and support the transition to inclusive education in Africa. This project contributes to the overall goal of influencing the disability rights movement to shape the development agenda in Sub-Saharan Africa. Working in Ethiopia, Rwanda and Ghana the project builds on the experience of two global programmes run by Inclusion International – Empower Us, and the Catalyst for Inclusive Education.

**Local Projects**

To promote the implementation of the UNCRPD and in particular article 24 and to empower people with

**INCLUSION INTERNATIONAL**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2022**

**12. STATEMENT OF FUNDS (CONTINUED)**

disabilities to become active, contributing members of their communities. The transfer relates to a management fee Inclusion International were entitled to for overseeing the project.

**13. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

**ANALYSIS OF NET ASSETS BETWEEN FUNDS - CURRENT YEAR**

|                               | Unrestricted<br>funds<br>2022<br>\$ | Restricted<br>funds<br>2022<br>\$ | Total<br>funds<br>2022<br>\$ |
|-------------------------------|-------------------------------------|-----------------------------------|------------------------------|
| Current assets                | 365,004                             | 568,754                           | <b>933,758</b>               |
| Creditors due within one year | (93,971)                            | -                                 | <b>(93,971)</b>              |
| <b>TOTAL</b>                  | <u>271,033</u>                      | <u>568,754</u>                    | <u><b>839,787</b></u>        |

**ANALYSIS OF NET ASSETS BETWEEN FUNDS - PRIOR YEAR**

|                               | Unrestricted<br>funds<br>2021<br>\$ | Restricted<br>funds<br>2021<br>\$ | Total<br>funds<br>2021<br>\$ |
|-------------------------------|-------------------------------------|-----------------------------------|------------------------------|
| Current assets                | 353,123                             | 623,805                           | 976,928                      |
| Creditors due within one year | (36,009)                            | (22,631)                          | (58,640)                     |
| <b>TOTAL</b>                  | <u>317,114</u>                      | <u>601,174</u>                    | <u>918,288</u>               |

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**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2022**

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**14. PENSION COMMITMENTS**

The company pays in to the personal pension plan of four employees. The pension cost charge represents contributions payable by the company and amounted to \$7,332 (2021 - \$10,974).

**15. OPERATING LEASE COMMITMENTS**

At 31 December 2022 the Group and the charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

|                       | <b>Group</b><br><b>2022</b><br>\$ | Group<br>2021<br>\$ | <b>Company</b><br><b>2022</b><br>\$ | Company<br>2021<br>\$ |
|-----------------------|-----------------------------------|---------------------|-------------------------------------|-----------------------|
| Not later than 1 year | <b>2,813</b>                      | 2,813               | <b>2,813</b>                        | 2,813                 |

**16. OTHER FINANCIAL COMMITMENTS**

At the 31 December 2022, the Charity was committed to website development costs of \$0 (\$15,228).

**17. RELATED PARTY TRANSACTIONS**

The membership fees are considered to be in the course of normal operations.

During the year the charity received grant income of \$161,629 (2021: \$146,103) from International Disability Alliance (IDA) in respect of two grants awarded to the charity in the previous year. The restrictions of these grants were inline with the charitable activities of Inclusion International. One of the charity's trustees is the treasurer of IDA. The

**INCLUSION INTERNATIONAL**

England & Wales - Charity number 1106715

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# Accounts

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# 2021

# Finance Report



Company Number: **05072000**

Charity Number: **1106715**

Year Ended: **31 DECEMBER 2021**

**Inclusion**  
international



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**INCLUSION INTERNATIONAL**  
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**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**

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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS**  
**FOR THE YEAR ENDED 31 DECEMBER 2021**

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|                                  |                                                                                                                          |
|----------------------------------|--------------------------------------------------------------------------------------------------------------------------|
| <b>Trustees</b>                  | T J Gadd<br>J Innes (appointed 9 March 2022)<br>M Mapemba<br>N Osamu<br>J Pinomaa (appointed 24 March 2021)<br>S Swenson |
| <b>Company registered number</b> | 05072000                                                                                                                 |
| <b>Charity registered number</b> | 1106715                                                                                                                  |
| <b>Registered office</b>         | The Foundry<br>17 Oval Way<br>London<br>SE11 5RR                                                                         |
| <b>Executive Director</b>        | Mrs C Laurin-Bowie                                                                                                       |
| <b>Independent auditors</b>      | Peters Elworthy & Moore<br>Chartered Accountants<br>Salisbury House<br>Station Road<br>Cambridge<br>CB1 2LA              |
| <b>Bankers</b>                   | NatWest Bank PLC<br>Hornchurch<br>Essex<br>RM12 4DF                                                                      |



# About this report

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The trustees (who are also directors of the company for the purposes of the Companies Act) present their Annual Report, together with the audited Financial Statements of Inclusion International (the company) for the year ended 31 December 2021.

The trustees confirm that the annual report and financial statements of the company comply with:

- the current statutory requirements
- the requirements of the company's governing document
- the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (second edition – October 2019, effective 1 January 2019).

Since the company qualifies as small under Section 383, the Strategic Report required of medium and large companies under The Companies Act 2006 (Strategic Report and Director's Report) Regulations 2013 is not required.

# Objectives and activities

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In setting objectives and planning the activities of Inclusion International, the trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit.

The charity's objectives are: *“To advance the relief of persons with intellectual disability without regard to nationality, race or creed, by securing on their behalf from all possible sources the provision of residential, educational training, employment and support services”.*

To deliver its objectives, Inclusion International's strategy falls broadly into 3 themes:

## 1. Global Advocacy

- Strong and representative voice of self-advocates and families at the UN and other global forums.
- Influencing global processes and ensuring efforts are responsive to the needs of families and self-advocates.
- Working with partners in the cross disability and other human rights networks.

## 2. Connecting members

- Support and develop regional networks.
- Creation of platforms (conferences/events/online and social media) for shared learning on priority issues.
- Mobilisation of network members on shared priority issues.

## 3. Projects and Programmes

- Support family and self-advocacy organisations to develop advocacy skills and strategies.
- Programme development to support country led initiatives informed by global knowledge.
- Resource and tools for advocacy and communications.



## Response to Covid-19 pandemic

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In 2021, despite not being able to travel due to the Covid 19 Pandemic, we have successfully focused on the priorities from our agreed strategy (above) to achieve the charities objectives. We learnt a lot in 2020 about how to do our work virtually and have continued doing so in 2021.

One of the advantages of virtual working is that it has allowed us to engage with more of our members and stakeholders than if we had been relying on face to face meetings. Our plan is to build on this in the future and operate with a mixture of face to face and virtual meetings and conferences. The need to continue working virtually is heightened by significant increases in the cost of air travel.

There has been some significant progress with our strategy and priorities in the last year and the following is a brief description of our activities.

# Global advocacy

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We have ensured that important issues, including the impact of the pandemic on people with intellectual disabilities and their families, were heard at the UN and at other global organisations.

Some of the highlights from 2021 were:

- ✓ We influenced the Day of General Discussion of the Committee on the Rights of the Child on Alternative care by: launching a call to Action to stop children living in institutions; co-host and participate in global discussions calling attention to the importance of family life, and submitting a paper to the DGD based on the information we received from our network.
- ✓ We contributed to the drafting process and consultations on the General Comment 8 on article 27 (the right to work and employment) of the United Nations (UN) Convention on the Rights of Persons with Disabilities (CRPD).
- ✓ We contributed to the UN CRPD Committee draft guidelines on Deinstitutionalisation and developed a global Self-advocacy report on closing institutions and Living in the community, based on twelve national and regional consultations with self-advocates.
- ✓ We were present, through our President, at the United Nations Climate Change Conference (COP26) calling for inclusive climate policies. This was the first time in the history of COP that a side event on disability rights and inclusion within climate action was held;
- ✓ Our global network was strongly represented at the Conference of State Parties 14 (COSP): Our members were involved in 8 side-events, with almost 600 people participating across the 6 side-events we co-hosted. During COSP week, our live-streams had an additional 9.8k views on Facebook and live-tweeting the events made 74.9K impressions on Twitter.



## Connecting members

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We continue to give our members opportunities to learn and support each other. We hosted consultations to understand the views and ideas of Self-Advocates and Families on important topics such as political life and deinstitutionalisation. We also drew from the experiences and the advocacy of our members around the world, and linked their priorities to create a single agenda for real change, through our Global Agenda for Inclusive Recovery and the Latin American Report.

In the last year the Trustees continue to work to ensure that our Governance arrangements are fit for purpose, using the principles in the Charity Commission code to drive the way we operate.

# Projects and programmes

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Despite the pandemic, we have continued to support our member organisations in different ways, through providing tools and resources, technical support, project development, advocacy advice and network contacts. Inclusion International's programme structures work in the following key areas:

## **Inclusion Works:**

Part of the inclusive futures initiative, this programme is testing innovative ways to improve economic empowerment and inclusion for people with disabilities by enabling them to find employment and earn a living. From 2019 – 2021, we engaged over 150 self-advocates in the Inclusion Works project across Kenya, Uganda, Nigeria, and Bangladesh, and supported our members to deliver self-advocate led training on inclusive workplaces to nearly 100 employers across the four project countries. In 2021, self-advocacy groups in the four countries also delivered a series of advocacy interventions about employment in their countries, ranging from media engagement to meetings to government officials.

## **Empower Us:**

This programme is a global resource led by self-advocates to help build self-advocacy and inclusion around the world. Empower Us provides information, practical tools and tips to support the building of self-advocacy for change. As part of the Inclusion Matters project self-advocate groups in Ethiopia, Rwanda and Ghana were created. These groups met regularly to build their advocacy skills. In December 2021 each group underwent a two day Empower Us training led by Empower Us team members in Africa. The Empower Us team also led regional training on Article 19 of the UN Convention on the Rights of Persons with Disabilities (CRPD) with groups in North America, Latin America, Australia and New Zealand and MENA. This training helped self-advocates contribute to a consultation on the UN CRPD Committee guidelines on Deinstitutionalisation.

# Projects and programmes

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## **Listen, include, respect:**

Together with Down Syndrome International, our network is developing guidelines for organisations to ensure their work is inclusive and that people with an intellectual disability can fully take part. In 2020, we consulted with 900 people to gather experiences of inclusion from self-advocates, family members, supporters and organisational staff across the world. Following consultations, in 2021 we drafted the guidelines and ran another round of consultations with 10 self-advocacy organisations and 10 experts. To ensure the processes outlined in the guidelines worked well we ran six tests of the guidelines working with self-advocates and stakeholders. These tests included creating accessible reports, feeding back on online platform development and creating inclusive surveys.

## **Catalyst for inclusive education:**

This programme is designed to assist our members with initiatives building on larger education reform efforts, as well as to support the development of leaders to effectively bring about inclusive education. In 2020 we agreed a work plan setting the goals and activities for 2020-2022. This year the Catalyst for Inclusive Education held learning webinars (open to our members only) on specific topics of interest for our network, such as strategic litigation to achieve inclusion in education. The Catalyst also supported our members by sharing knowledge, experience, and resources through specific projects on inclusive education.

## **Families taking action for inclusion:**

This programme unites families who share common values of inclusion and supports Inclusion International members in their work with families. We collected the voices of families and organisations that work with families through a survey of organisations in order to launch the new programme in 2022. The programme supports regional summits to harness the collective wisdom of families, produces human rights-based tools for supporting families, and has created a new space to build the capacity of organisations to work with families fighting for inclusion.



# Volunteers

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In addition to our small and dedicated staff team we would not be able to deliver our strategy without the passion, enthusiasm and hard work of a number of dedicated volunteers.

There are many different ways that volunteers contribute to our work:

- Serving as an Officers (Trustees) or as a member of our Council
- Acting as a subject matter expert supporting our global advocacy work or programme work

The Trustees would like to thank all our volunteers, without whose efforts Inclusion International would have the significantly diminished global voice.



**Sue Swenson**

President



**Mark Mapemba**

Vice-President



**Nagase Osamu**

Secretary General



**Tim Gadd**

Treasurer



**Jyrki Pinomaa**

Co-opted Officer

## Governance

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In the last year the Trustees continue to work to ensure that our Governance arrangements are fit for purpose, using the principles in the Charity Commission code to drive the way we operate.

The Trustees recognised that we need to strengthen our Board and in February 2021 we co-opted Jyrki Pinomaa, President of our European region, to the Board.

We also conducted a recruitment process to find a second person to co-opt to the Board. Jimmy Innes, CEO of Lepra, joined the Board on 28th Feb 2022.

# Fundraising



Inclusion International does not currently raise funds in the traditional way for UK based charities, our income comes from our Members, delegate fees from global events or specific grants.

Whilst the Trustees are aware of and support the requirements on charities, much of the guidance and regulation in this area does not apply to our activity.



In conclusion the trustees believe that, whilst 2021 was a challenging year, we have continued to respond well to the pandemic and ensured that the vital work of the Inclusion International network could continue.





# Financial Review

The trustees closely monitor the impact of the pandemic on Inclusion International's finances. Our income level in 2021 has been good. We have renewed our funding agreement with our two major organisational support funders and have in addition attracted new grant income in the year.

In 2021 we had four sources of income, these were:

1

### **Membership**

Our members continued to support our work through the payment of fees (\$82,556) and Inclusion Fund contributions (\$27,776)

2

### **Grant income**

income from grants remained strong – details of these grants can be found on page 39.

3

### **Donations**

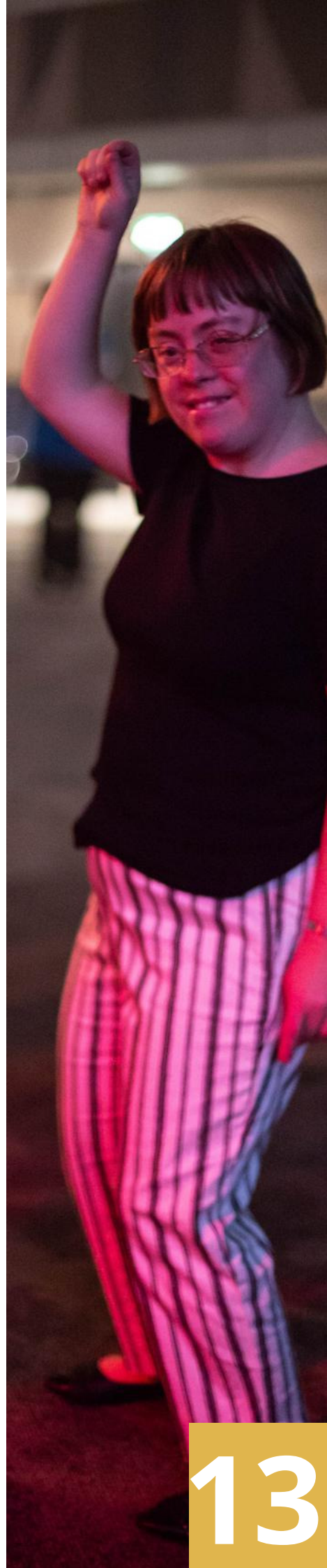
We received \$3,814 to our Liz Legacy Project Fund.

4

### **Furlough payments**

We received payments from the UK Governments furlough scheme in February and March 2021. The scheme was part of the Pandemic Support available to UK based organisations while the UK was in lockdown.

The trustees would like to thank our members and funders for their support, without which we could not have delivered the successes we achieved in 2021.



# Reserves policy

Reserves are amounts of money set aside in one year's accounts, which can be spent in later years. We put some of our money aside into 'designated reserves' to spend on certain things. Our designated reserves are:

- **Developing our website and equipment:** we have re-developed our website and had put the money aside to pay for this
- **Inclusive Education:** we have set aside some funds in 2021 to support our Catalyst for Inclusive Education Programme.
- **Global events:** we have used some of our global events fund on the annual Council meeting. We still have some money set aside to pay for a virtual World Congress and General Assembly in 2022.
- **Solidarity payments:** our members were very generous with their voluntary Inclusion Fund payments in 2021 – we have a designated fund which we expect to spend in 2022.
- **Development fund:** Funding for future organisational and regional development.

The table below shows the total amount of money in each of our designated reserves at the end of 2020 and at the end of 2021.

| Designated Reserves              | 31/12/2021     | 21/12/2020     |
|----------------------------------|----------------|----------------|
| Equipment and website            | 21,057         | 27,000         |
| Inclusive Education              | 8,500          | 10,000         |
| Global Events                    | 40,708         | 45,190         |
| Solidarity Fund                  | 16,907         | 32,000         |
| Development Fund                 | 77,320         |                |
| <b>Total Designated Reserves</b> | <b>164,492</b> | <b>114,190</b> |

The table below shows the total amount of money in our reserves at the end of 2020 and 2021.

| Total Funds Available | 31/12/2021     | 21/12/2020     |
|-----------------------|----------------|----------------|
| Restricted reserves   | 601,174        | 379,101        |
| Designated Reserves   | 164,492        | 114,190        |
| Unrestricted Reserves | 152,662        | 149,059        |
| <b>Total Reserves</b> | <b>918,288</b> | <b>642,350</b> |

Previously, our policy has been to hold at least \$120,000 of unrestricted reserves – enough money to cover more than 6 months of non-programme expenditure. Since 2019, we agreed to add an extra \$10,000 to this amount each year. Consequently, in 2021 our target was to hold \$150,000 of unrestricted reserves – we have achieved this target. Going forward, the trustees will review whether this target is adequate again later in 2022.

# Some key points to note:

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There was a surplus in 2021 of \$275,938. That is because the grant money received from the Open Society Foundation (OSF), is recorded as income in 2021, but will be spent over a two-year period until June 2023.

During the year, money we would normally spend on travel and accommodation was used for hosting virtual events and meetings.

The trustees are very aware that Inclusion International relies on our members and grant funders to undertake the charity's work. Along with our staff team, we are working with them to try and reduce the risk of having less money, particularly at this time.

As we work globally, our income is affected by changes in exchange rates. In 2021 the exchange rate worked in our favour; we may not be so lucky in coming years. Where possible, we look to reduce this risk. Our policy is to hold most of our reserves (money we have in the bank) in US dollars.

The World Bank restricted fund is overdrawn as of 31/12/2021. This is due to the timing of some of the project deliverables, as well as the timing of payments to our local partners. This will be rectified in 2022, and it will not affect implementation, or the project end date which is 31/08/2022.

# Looking ahead

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We are pleased that we have secured funding from our two main organisational support donors with funding agreements until June 2023 and June 2024.

Although we always take a prudent view in our financial plans, we are very optimistic we will be able to secure new funding in 2022. The Trustees review income prospects on a regular basis and make adjustments to our spending plans accordingly. Our current detailed financial plan for 2022 takes into account agreed funding arrangements and a prudent pipeline of new future funding.

Whilst we can do much of our work virtually, we have restarted some face-to-face activity when it is safe to do so.

The Trustees believe that Inclusion International will remain 'a going concern' over the next year – meaning that we will have enough money to keep the organisation going for a year.





# Structure, governance and management

# Constitution

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Inclusion International is registered as a charitable company limited by guarantee, and was set up by a memorandum of association on 12 March

**2004.**

The council of Inclusion International approved updated articles of association on 1 December

**2011**

and 25 September

**2014.**

In 2016, the council was entrusted to update the constitution to reflect the changes to our membership rules. These changes were approved on 30 March

**2017.**

The company is a registered charity, number

**1106715.**

# Constitution

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Membership of Inclusion International is as follows:

**Companies** act members (as defined by the Companies Act): are the council of Inclusion International for the period they hold office.

**Regions:** are based on the continents of the world and boundaries defined from time-to-time by the council. The council may, in exceptional circumstances, establish regions based on published criteria. The regions will make their own membership arrangements and, where there is no functioning region, the secretariat will coordinate the full members.

**Full members:** family or self-advocacy based organisations, recognised as a national organisation or as an organisation responsible for bringing a country-level voice of families of persons with intellectual disabilities and/or self-advocates. To qualify, full members must:

- accept and support the 'statement of unity'
- agree to meet all obligations of full membership, including the payments of such subscriptions as are determined by the council
- participate in the affairs of the charity as a responsible voting member. Full members have voting rights at the general assembly of Inclusion International. Where there is more than one full member in a country, those full members will agree how to share the vote and, in the absence of such agreement, equal fractional votes will be assigned to the constituent organisations.

**Affiliate members:** organisations with an interest in the affairs of persons with intellectual disability, or a self-advocacy or family organisation which, in either case, accepts and supports the 'statement of unity', but which does not meet all of the requirements for full membership. Affiliated members have no voting rights at the general assembly of Inclusion International.

**Individual members:** individuals who accept and support the 'statement of unity' and may be admitted as individual members without a vote. An individual member has the right to attend any and all meetings of the assembly.

# Trustees and organisational structure

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The following trustees served during the year 2021:

- **Sue Swenson**, President
- **Mark Mapemba**, Vice-President
- **Nagase Osamu**, Secretary General
- **Tim Gadd**, Treasurer
- **Jyrki Pinomaa**, co-opted (appointed 24/02/21)

The current trustees are all experienced trustees of other organisations. The trustees are elected by the general assembly of member organisations, or appointed by the trustees.

The trustees met regularly online throughout 2021 in order to monitor the impact of the pandemic on our finances and work programme. Between meetings, other business is conducted by email.

Our global council is elected by our members based on our five regions. Each region has two representatives, one of which is a self-advocate with an intellectual disability. The council is a major link between our members and Inclusion International which ensures the mission, strategy and work of the charity is directly influenced by our members.

The council of Inclusion International (whose members are the constitutional members of the organisation) held several virtual meetings in 2021. These meetings dealt with the broad strategy and direction of Inclusion International.

Inclusion International works collaboratively with member organisations and with worldwide organisations like the United Nations, the World Bank and national development agencies which fund Inclusion International to undertake projects to further their work and influence.



The trustees delegate the day-to-day running of the charity to the Executive Director, Connie Laurin-Bowie and her team. In setting salaries for staff, the trustees take account of a number of different factors including:

- the needs of its beneficiaries and members
- funding available for the role if externally funded
- the overall financial position of the organisation
- the location of the role and the employment laws and employment market conditions in the country where the role is based
- the need to attract the appropriate skills required to manage Inclusion International in a way that achieves its vision, mission and agreed strategy.

# Risk management

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The trustees regularly review the risks facing Inclusion International. During 2021 the Trustees continued to closely monitor the impact of the Pandemic on our beneficiaries and income. The last review was carried out in January 2022 and identified the following main risks at the present time:



Understanding and dealing with the impact of the pandemic on our work, finances and members. Our income was not adversely impacted by the Pandemic in 2021 and Trustees are closely monitoring future funding.



Ensuring adequate income to continue our programme of work. We continue to seek new sources of funds and have a good track record in attracting grants income. The Trustees are aware of the over reliance on our two main organisational support funding. The Trustees consider 2022 to be a transitional year in which we need to:

- Act to secure more funding to cover core costs
- Ensure our core costs are spent in the best way to deliver our strategy.



Loss of income from membership fees. Financial pressures on member organisations continue to be a risk to the level of fees and donations they have been prepared to make. The Trustees are either directly, or in conjunction with the Council and the Regions, staying in regular contact with our members.



Foreign exchange risk (our accounts are published in US dollars which is the currency of a majority of our income) – we will continue to monitor carefully and take such action as is sensible.



Concerns about security and conflicts in some countries. In addition to the negative impact for our member organisations and people with disabilities in these countries, we know all too well that people with disabilities are proportionally worse off in conflict situations, it could further lead to loss of core income for us.

# Risk management continued

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Reliance on a very small and dedicated team of staff and volunteers to deliver our programme of work – we need to take action to ensure this risk is reduced as far as possible.



Ensuring the safeguarding of our staff, volunteers, partners and beneficiaries as our work develops – we must have appropriate policies and procedures in place.

**The Board regularly reviews the mitigation against these risks and believes the current strategies to mitigate these risks are appropriate.**



# Plans for future periods

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As we continue to manage in the new reality of the Pandemic, our members are learning how to connect and support each other in new and different ways. We know that it is more important than ever to share our strategies and collective voice.

To continue to be a strong and resilient organisation we will continue our efforts in 2022 on building systems and processes to enable our global network to share resources and strategies which make us more effective in moving our agenda forward.

Whilst 2021 was a challenging year, the Trustees believe that we have continued to respond well to the pandemic and ensured that the vital work of the Inclusion International network could continue.



# In 2022, we will...

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Launch a **new more accessible website** that will be easy to use and reflect the scale and scope of the work we do.

Launch our **Listen Include Respect** Guidelines on Inclusive Participation.

Identify diversified funding sources and ensuring our financial position is sustainable.

We will engage a fundraising expert to help us develop a **new Fundraising Strategy**.

Ensure our governance, systems and communications are fit for purpose, including, **investing in our team** and **strengthening relationships** within our network.

Come together at our **2022 World Congress and our General Assembly** where important decisions will be made and the new **Strategic Plan 2022-2026** will be approved and election will be held to fill vacancies with the Trustees and Council. As we see that the effects of the Pandemic are still prevalent, our plan is to hold this event virtually.

Launch our **Inclusion News channel on YouTube** where we will be interviewing our members and an **Instagram account**.

Launch the **Families Taking Action for Inclusion Program**, including new Community of Practice supporting families.

Provide online training opportunities for our members about our **Empower Us** program.

Expand our working groups to create new opportunities for our members to work together in new topics.

# Trustees' responsibilities statement

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The trustees (who are also directors of Inclusion International for the purposes of company law) are responsible for preparing the trustees' report and the financial statements, in accordance with applicable law and UK accounting standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year. Under company law, the trustees must not approve the financial statements unless they are satisfied they give a true and fair view of the state of affairs of the charitable company and the group, and of the incoming resources and application of resources, including the income and expenditure of the charitable group for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the charities SORP
- make judgments and accounting estimates that are reasonable and prudent
- prepare the financial statements on the going concern basis, unless it is inappropriate to presume that the charitable group will continue in operation.

The trustees are responsible for keeping adequate accounting records which are:

- sufficient to show and explain the charitable company and the group's transactions
- disclose with reasonable accuracy at any time the financial position of the charitable group
- enable them to ensure that the financial statements comply with the Companies Act 2006.

They are also responsible for safeguarding the assets of the charitable company and the group, and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

# Disclosure of information to auditors

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Each of the persons who are trustees at the time when this trustees' report is approved has confirmed that:

- so far as that trustee is aware, there is no relevant audit information of which the charitable group's auditors are unaware, and
- that trustee has taken all the steps that ought to have been taken as a trustee in order to be aware of any relevant audit information, and to establish that the charitable group's auditors are aware of that information.

## AUDITORS

The auditors, Peters Elworthy & Moore, have indicated their willingness to continue in office.

The designated trustees will propose a motion re-appointing the auditors at a meeting of the trustees. *Text*

This report was approved by the trustees, on and signed on their behalf by:



Tim Gadd  
29 March 2022

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**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF INCLUSION INTERNATIONAL**

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**OPINION**

We have audited the financial statements of Inclusion International (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 December 2021 which comprise the Consolidated Statement of Financial Activities, the Consolidated Balance Sheet, the Charity Balance Sheet, the Consolidated Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the Group's and of the parent charitable company's affairs as at 31 December 2021 and of the Group's incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

**BASIS FOR OPINION**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the Group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

**CONCLUSIONS RELATING TO GOING CONCERN**

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Group's or the parent charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

**OTHER INFORMATION**

The other information comprises the information included in the Annual Report other than the financial statements and our Auditors' Report thereon. The Trustees are responsible for the other information contained within the Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent

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**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF INCLUSION INTERNATIONAL**  
**(CONTINUED)**

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material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

**OPINION ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' Report has been prepared in accordance with applicable legal requirements.

**MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION**

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

We have nothing to report in respect of the following matters in relation to which Companies Act 2006 requires us to report to you if, in our opinion:

- the parent charitable company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' Report and from the requirement to prepare a Strategic Report.

**RESPONSIBILITIES OF TRUSTEES**

As explained more fully in the Trustees' Responsibilities Statement, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the Group's and the parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the Group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

**AUDITORS' RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' Report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in

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**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF INCLUSION INTERNATIONAL**  
**(CONTINUED)**

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accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the charitable company through discussions with trustees and other management, and from our knowledge and experience of the charity sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charitable company, including the Companies Act 2006, Charities Act 2011 and taxation legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence;
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit; and
- we reviewed the minutes of Trustees' meetings to identify and references to non-compliances with laws and regulations

We assessed the susceptibility of the charitable company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we;

- tested journal entries to identify unusual transactions;
- evaluated the assumptions and judgements used by management within significant accounting estimates and assessed whether these indicated evidence of management bias; and
- performed audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims; and
- reviewing correspondence with relevant regulators such as the Charity Commission.

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**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF INCLUSION INTERNATIONAL**  
**(CONTINUED)**

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There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Auditors' Report.

**USE OF OUR REPORT**

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the charitable company's trustees, as a body, Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditors' Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.



**Kelly Bretherick (Senior Statutory Auditor)**

for and on behalf of

**Peters Elworthy & Moore**

Chartered Accountants

Statutory Auditors

Salisbury House

Station Road

Cambridge

CB1 2LA

31 March 2022

**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**  
**REGISTERED NUMBER: 0507200**

**CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND  
EXPENDITURE ACCOUNT)  
FOR THE YEAR ENDED 31 DECEMBER 2021**

|                                                           | Note | Restricted<br>funds<br>2021<br>\$ | Unrestricted<br>designated<br>funds<br>2021<br>\$ | Unrestricted<br>general<br>funds<br>2021<br>\$ | Total<br>funds<br>2021<br>\$ | Total<br>funds<br>2020<br>\$ |
|-----------------------------------------------------------|------|-----------------------------------|---------------------------------------------------|------------------------------------------------|------------------------------|------------------------------|
| <b>INCOME FROM:</b>                                       |      |                                   |                                                   |                                                |                              |                              |
| Donations                                                 | 2    | 3,814                             | -                                                 | 110,332                                        | 114,146                      | 159,276                      |
| Charitable activities                                     | 3    | 1,233,503                         | -                                                 | -                                              | 1,233,503                    | 701,879                      |
| Investment                                                | 4    | -                                 | -                                                 | 13                                             | 13                           | 67                           |
| Other income                                              | 5    | -                                 | -                                                 | 4,522                                          | 4,522                        | -                            |
| <b>TOTAL INCOME</b>                                       |      | <b>1,237,317</b>                  | <b>-</b>                                          | <b>114,867</b>                                 | <b>1,352,184</b>             | <b>861,222</b>               |
| <b>EXPENDITURE ON:</b>                                    |      |                                   |                                                   |                                                |                              |                              |
| Charitable activities                                     | 6    | 936,831                           | 27,018                                            | 106,005                                        | 1,069,854                    | 1,011,448                    |
| <b>TOTAL EXPENDITURE</b>                                  |      | <b>936,831</b>                    | <b>27,018</b>                                     | <b>106,005</b>                                 | <b>1,069,854</b>             | <b>1,011,448</b>             |
| <b>NET INCOME/<br/>(EXPENDITURE) BEFORE<br/>TRANSFERS</b> |      | <b>300,486</b>                    | <b>(27,018)</b>                                   | <b>8,862</b>                                   | <b>282,330</b>               | <b>(150,226)</b>             |
| Transfers between funds                                   |      | (77,320)                          | 77,320                                            | -                                              | -                            | -                            |
| <b>NET INCOME/<br/>(EXPENDITURE)</b>                      |      | <b>223,166</b>                    | <b>50,302</b>                                     | <b>8,862</b>                                   | <b>282,330</b>               | <b>(150,226)</b>             |
| Other gains                                               |      | (1,093)                           | -                                                 | (5,299)                                        | (6,392)                      | 9,495                        |
| <b>NET MOVEMENT IN FUNDS</b>                              |      | <b>222,073</b>                    | <b>50,302</b>                                     | <b>3,563</b>                                   | <b>275,938</b>               | <b>(140,731)</b>             |
| <b>RECONCILIATION OF FUNDS:</b>                           |      |                                   |                                                   |                                                |                              |                              |
| Total funds brought forward                               |      | 379,101                           | 114,190                                           | 149,059                                        | 642,350                      | 783,081                      |
| <b>TOTAL FUNDS CARRIED<br/>FORWARD</b>                    |      | <b>601,174</b>                    | <b>164,492</b>                                    | <b>152,622</b>                                 | <b>918,288</b>               | <b>642,350</b>               |

The notes on pages 36 to 53 form part of these financial statements.

**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**  
**REGISTERED NUMBER: 05072000**

**CONSOLIDATED BALANCE SHEET**  
**AS AT 31 DECEMBER 2021**

|                                                | Note | 2021<br>£      | 2020<br>£      |
|------------------------------------------------|------|----------------|----------------|
| <b>CURRENT ASSETS</b>                          |      |                |                |
| Debtors                                        | 10   | 12,090         | 36,376         |
| Cash at bank and in hand                       |      | 964,838        | 676,482        |
|                                                |      | <u>976,928</u> | <u>712,858</u> |
| Creditors: amounts falling due within one year | 11   | (58,640)       | (70,508)       |
| <b>NET CURRENT ASSETS</b>                      |      | <b>918,288</b> | <b>642,350</b> |
| <b>TOTAL NET ASSETS</b>                        |      | <b>918,288</b> | <b>642,350</b> |
| <b>CHARITY FUNDS</b>                           |      |                |                |
| Restricted funds                               | 12   | 601,174        | 379,101        |
| Designated funds                               | 12   | 164,492        | 114,190        |
| General funds                                  | 12   | 152,622        | 149,059        |
| Total unrestricted funds                       | 12   | <u>317,114</u> | <u>263,249</u> |
| <b>TOTAL FUNDS</b>                             |      | <b>918,288</b> | <b>642,350</b> |

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

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

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:



**Mr T J Gadd**

Treasurer

Date: 29 March 2022

The notes on pages 36 to 53 form part of these financial statements.

**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**  
**REGISTERED NUMBER: 05072000**

**CHARITY BALANCE SHEET**  
**AS AT 31 DECEMBER 2021**

|                                                | Note | 2021<br>£      | 2020<br>£      |
|------------------------------------------------|------|----------------|----------------|
| <b>CURRENT ASSETS</b>                          |      |                |                |
| Debtors                                        | 10   | 12,091         | 36,377         |
| Cash at bank and in hand                       |      | 962,833        | 674,477        |
|                                                |      | <u>974,924</u> | <u>710,854</u> |
| Creditors: amounts falling due within one year | 11   | (58,640)       | (70,508)       |
| <b>NET CURRENT ASSETS</b>                      |      | <b>916,284</b> | 640,346        |
| <b>TOTAL NET ASSETS</b>                        |      | <b>916,284</b> | 640,346        |
| <b>CHARITY FUNDS</b>                           |      |                |                |
| Restricted funds                               | 12   | 601,174        | 379,101        |
| Designated funds                               | 12   | 164,492        | 114,190        |
| General funds                                  | 12   | 150,618        | 147,055        |
| Total unrestricted funds                       | 12   | <u>315,110</u> | <u>261,245</u> |
| <b>TOTAL FUNDS</b>                             |      | <b>916,284</b> | 640,346        |

The charity's net movement in funds for the year was £275,938 (2020 - £(140,731)).

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

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

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:



**Mr T J Gadd**

Treasurer

Date: 29 March 2022

The notes on pages 36 to 53 form part of these financial statements.

**INCLUSION INTERNATIONAL**  
(A Company Limited by Guarantee)

**CONSOLIDATED STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 DECEMBER 2021**

|                                                         | <b>Note</b> | <b>2021</b><br><b>£</b> | <b>2020</b><br><b>£</b> |
|---------------------------------------------------------|-------------|-------------------------|-------------------------|
| <b>CASH FLOWS FROM OPERATING ACTIVITIES</b>             |             |                         |                         |
| Net cash used in operating activities                   | 15          | <b>288,343</b>          | 125,535                 |
| <b>CASH FLOWS FROM INVESTING ACTIVITIES</b>             |             |                         |                         |
| Dividends, interests and rents from investments         |             | <b>13</b>               | 67                      |
| <b>NET CASH PROVIDED BY INVESTING ACTIVITIES</b>        |             | <b>13</b>               | <b>67</b>               |
| <b>CHANGE IN CASH AND CASH EQUIVALENTS IN THE YEAR</b>  |             | <b>288,356</b>          | <b>125,602</b>          |
| Cash and cash equivalents at the beginning of the year  |             | <b>676,482</b>          | 550,880                 |
| <b>CASH AND CASH EQUIVALENTS AT THE END OF THE YEAR</b> | 16          | <b>964,838</b>          | 676,482                 |

The notes on pages 36 to 53 form part of these financial statements

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**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2021**

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**1. ACCOUNTING POLICIES**

**1.1 BASIS OF PREPARATION OF FINANCIAL STATEMENTS**

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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 Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Inclusion International meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The Consolidated Statement of Financial Activities (SOFA) and Consolidated Balance Sheet consolidate the financial statements of the Group and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

**1.2 BASIS OF CONSOLIDATION**

The financial statements consolidate the accounts of Inclusion International and its subsidiary undertaking, International Inclusion Trading Limited.

The charity has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own Statement of Financial Activities in these financial statements.

The Statement of Financial Activities for the year dealt with in the accounts of the charity showed net income of \$275,938 (2020 - net expenditure of \$132,280).

**1.3 COMPANY STATUS**

The charity is a company limited by guarantee. The members of the company are the Trustees named on page 1. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

**1.4 GOING CONCERN**

The Trustees have prepared forecasts through to December 2023 and considered the trading period beyond this. The Trustees have reviewed the cash requirements of the business and expected inflows.

Upon their review, the Trustees believe the charity will have sufficient resources to meet its liabilities as they fall due for the foreseeable future and therefore continue to adopt the going concern basis in preparing the financial statements.

**1.5 INCOME**

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Membership income is recognised in the period to which it relates to. Any membership income received in advance is deferred.

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**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2021**

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**1. ACCOUNTING POLICIES (CONTINUED)**

**1.5 INCOME (CONTINUED)**

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

Grants are included in the Consolidated Statement of Financial Activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance Sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

**1.6 EXPENDITURE**

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 allocated on the portion of the asset's use.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Group's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

**1.7 GOVERNMENT GRANTS**

Non-capital government grants are credited to the Consolidated Statement of Financial Activities as the related expenditure is incurred.

**1.8 FOREIGN CURRENCIES**

Monetary assets and liabilities denominated in foreign currencies are translated into sterling at rates of exchange ruling at the reporting date.

Transactions in foreign currencies are translated into sterling at the rate determined at the start of the accounting period. Where the actual exchange rate varies more than 10% from this rate, the exchange rate used in the book entry is amended.

Exchange gains and losses are recognised in the Consolidated Statement of Financial Activities.

**1.9 DEBTORS**

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

**1.10 CASH AT BANK AND IN HAND**

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity

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**INCLUSION INTERNATIONAL**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2021**

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**1. ACCOUNTING POLICIES (CONTINUED)**

**1.10 CASH AT BANK AND IN HAND (CONTINUED)**

of three months or less from the date of acquisition or opening of the deposit or similar account.

**1.11 LIABILITIES AND PROVISIONS**

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Consolidated Statement of Financial Activities as a finance cost.

**1.12 FINANCIAL INSTRUMENTS**

The Group only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

**1.13 OPERATING LEASES**

Rentals paid under operating leases are charged to the Consolidated Statement of Financial Activities on a straight line basis over the lease term.

**1.14 PENSIONS**

The charity contributes to the statutory government backed pension plan (NEST) for its UK based employees. Contributions are charged to the profit and loss account as incurred.

**1.15 FUND ACCOUNTING**

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Group and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Group for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

**INCLUSION INTERNATIONAL**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2021**

**2. INCOME FROM DONATIONS**

|                   | Unrestricted<br>funds<br>2021<br>£ | Restricted<br>funds<br>2021<br>£ | Total<br>funds<br>2021<br>£ | Total<br>funds<br>2020<br>£ |
|-------------------|------------------------------------|----------------------------------|-----------------------------|-----------------------------|
| Donations         | -                                  | 3,814                            | <b>3,814</b>                | 2,262                       |
| Solidarity income | -                                  | -                                | -                           | 81,795                      |
| Membership income | 82,556                             | -                                | <b>82,556</b>               | 75,219                      |
| Inclusion Fund    | 27,776                             | -                                | <b>27,776</b>               | -                           |
|                   | <u>110,332</u>                     | <u>3,814</u>                     | <u><b>114,146</b></u>       | <u>159,276</u>              |
| TOTAL 2020        | <u>159,276</u>                     | <u>-</u>                         | <u>159,276</u>              |                             |

During the year, the Council of Inclusion International, based on advice from the Membership Committee, agreed to waive the membership fees, either in total or in part, for 12 organisations with a total value of \$4,966. This is due to these members (7 Full Members and 5 Affiliates) having significant financial difficulties caused by the Global Covid 19 pandemic.

Any fee waiver is applied for one year only, and the members affected have retained their membership benefits and voting rights where applicable.

**3. INCOME FROM CHARITABLE ACTIVITIES**

|                     | Unrestricted<br>funds<br>2021<br>£ | Restricted<br>funds<br>2021<br>£ | Total<br>funds<br>2021<br>£ | Total<br>funds<br>2020<br>£ |
|---------------------|------------------------------------|----------------------------------|-----------------------------|-----------------------------|
| Grants for projects | -                                  | 1,233,503                        | <b>1,233,503</b>            | 701,879                     |
|                     | <u>550</u>                         | <u>701,329</u>                   | <u>701,879</u>              |                             |
| TOTAL 2020          | <u>550</u>                         | <u>701,329</u>                   | <u>701,879</u>              |                             |

**INCLUSION INTERNATIONAL**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2021**

**4. INVESTMENT INCOME**

|               | <b>Unrestricted<br/>funds<br/>2021<br/>£</b> | <b>Total<br/>funds<br/>2021<br/>£</b> | Total<br>funds<br>2020<br>£ |
|---------------|----------------------------------------------|---------------------------------------|-----------------------------|
| Bank interest | 13                                           | 13                                    | 67                          |
|               | <u>13</u>                                    | <u>13</u>                             | <u>67</u>                   |
| TOTAL 2020    | 67                                           | 67                                    |                             |
|               | <u>67</u>                                    | <u>67</u>                             |                             |

**5. OTHER INCOMING RESOURCES**

|                      | <b>Unrestricted<br/>funds<br/>2021<br/>£</b> | <b>Total<br/>funds<br/>2021<br/>£</b> | Total<br>funds<br>2020<br>£ |
|----------------------|----------------------------------------------|---------------------------------------|-----------------------------|
| UK Government grants | 4,522                                        | 4,522                                 | -                           |
|                      | <u>4,522</u>                                 | <u>4,522</u>                          | <u>-</u>                    |
| TOTAL 2020           | -                                            | -                                     |                             |
|                      | <u>-</u>                                     | <u>-</u>                              |                             |

UK government grants represent amounts receivable under the Coronavirus Job Retention Scheme (CJRS) to cover the salaries of furloughed employees in the UK.

**6. ANALYSIS OF EXPENDITURE BY ACTIVITIES**

|                       | <b>Activities<br/>undertaken<br/>directly<br/>2021<br/>£</b> | <b>Support<br/>costs<br/>2021<br/>£</b> | <b>Total<br/>funds<br/>2021<br/>£</b> | Total<br>funds<br>2020<br>£ |
|-----------------------|--------------------------------------------------------------|-----------------------------------------|---------------------------------------|-----------------------------|
| Charitable activities | 1,043,510                                                    | 26,344                                  | 1,069,854                             | 1,011,448                   |
|                       | <u>1,043,510</u>                                             | <u>26,344</u>                           | <u>1,069,854</u>                      | <u>1,011,448</u>            |
| TOTAL 2020            | 991,021                                                      | 20,427                                  | 1,011,448                             |                             |
|                       | <u>991,021</u>                                               | <u>20,427</u>                           | <u>1,011,448</u>                      |                             |

Expenditure on charitable activities was \$1,069,854 (2020 - \$1,011,448), of which \$106,005 (2020 - \$89,620) was unrestricted, \$27,018 (2020 - \$Nil) was designated and \$936,831 (2020 - \$996,260) was restricted.

**INCLUSION INTERNATIONAL**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2021**

**6. ANALYSIS OF EXPENDITURE BY ACTIVITIES (CONTINUED)**

**ANALYSIS OF DIRECT COSTS**

|                            | <b>Activities<br/>2021<br/>£</b> | <b>Total<br/>funds<br/>2021<br/>£</b> | <b>Total<br/>funds<br/>2020<br/>£</b> |
|----------------------------|----------------------------------|---------------------------------------|---------------------------------------|
| Staff costs                | 526,922                          | <b>526,922</b>                        | 482,571                               |
| Consultancy                | 103,971                          | <b>103,971</b>                        | 81,173                                |
| Insurance                  | 2,736                            | <b>2,736</b>                          | 3,847                                 |
| General expenses           | 9,629                            | <b>9,629</b>                          | 9,282                                 |
| Publications and printing  | 7,971                            | <b>7,971</b>                          | 5,772                                 |
| Rent                       | 18,265                           | <b>18,265</b>                         | 17,253                                |
| Computer consumables       | 13,894                           | <b>13,894</b>                         | 11,106                                |
| Telephone and internet     | 4,037                            | <b>4,037</b>                          | 2,471                                 |
| Translation expenses       | 20,110                           | <b>20,110</b>                         | 25,009                                |
| Travel and accommodation   | 35,145                           | <b>35,145</b>                         | 85,380                                |
| General assembly           | -                                | -                                     | 8,422                                 |
| Project costs              | 285,405                          | <b>285,405</b>                        | 241,574                               |
| Membership fees            | -                                | -                                     | 2,384                                 |
| Website and communications | 15,425                           | <b>15,425</b>                         | 14,777                                |
|                            | <u>1,043,510</u>                 | <u><b>1,043,510</b></u>               | <u>991,021</u>                        |

**ANALYSIS OF SUPPORT COSTS**

|                  | <b>Activities<br/>2021<br/>£</b> | <b>Total<br/>funds<br/>2021<br/>£</b> | <b>Total<br/>funds<br/>2020<br/>£</b> |
|------------------|----------------------------------|---------------------------------------|---------------------------------------|
| Audit fees       | 13,875                           | <b>13,875</b>                         | 10,900                                |
| Accountancy fees | 12,469                           | <b>12,469</b>                         | 9,527                                 |
|                  | <u>26,344</u>                    | <u><b>26,344</b></u>                  | <u>20,427</u>                         |

The increase in costs in 2021 reflects changes to the UK accounting standards and complexity of running international payrolls for non UK based employees.

**INCLUSION INTERNATIONAL**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2021**

**7. AUDITORS' REMUNERATION**

|                                                                                      | <b>2021</b>   | 2020     |
|--------------------------------------------------------------------------------------|---------------|----------|
|                                                                                      | <b>£</b>      | <b>£</b> |
| Fees payable to the charity's auditor for the audit of the charity's annual accounts | <b>13,875</b> | 10,900   |
| Fees payable to the charity's auditor in respect of:                                 |               |          |
| All non-audit services not included above                                            | <b>8,751</b>  | 5,902    |

**8. STAFF COSTS**

|                                                      | <b>Group<br/>2021</b> | Group<br>2020 | <b>Company<br/>2021</b> | Company<br>2020 |
|------------------------------------------------------|-----------------------|---------------|-------------------------|-----------------|
|                                                      | <b>£</b>              | <b>£</b>      | <b>£</b>                | <b>£</b>        |
| Wages and salaries                                   | <b>479,534</b>        | 448,769       | <b>479,534</b>          | 448,769         |
| Social security costs                                | <b>36,413</b>         | 24,265        | <b>36,413</b>           | 24,265          |
| Contribution to defined contribution pension schemes | <b>10,975</b>         | 9,537         | <b>10,975</b>           | 9,537           |
|                                                      | <b>526,922</b>        | 482,571       | <b>526,922</b>          | 482,571         |

The average number of persons employed by the charity during the year was as follows:

|           | <b>Group<br/>2021<br/>No.</b> | Group<br>2020<br>No. | <b>Company<br/>2021<br/>No.</b> | Company<br>2020<br>No. |
|-----------|-------------------------------|----------------------|---------------------------------|------------------------|
| Employees | <b>7</b>                      | 8                    | <b>7</b>                        | 8                      |

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

|                                 | <b>Group<br/>2021<br/>No.</b> | Group<br>2020<br>No. |
|---------------------------------|-------------------------------|----------------------|
| In the band £120,001 - £130,000 | -                             | 1                    |
| In the band £130,001 - £140,000 | <b>1</b>                      | -                    |

During the year expenses of \$3,143 (2020 - \$1,098) were reimbursed to two (2020 - two) trustees. No remuneration was paid to any trustees during the period in accordance with the Articles of Association.

The key management personnel of the charity comprises the trustees, the Executive Director, Finance and Programmes Manager, Project Manager and Coordinator/Administrator of the charity. The total employee benefits of the key management personnel of the charity were \$253,467 (2020 - \$236,122).

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**9. INVESTMENT IN SUBSIDIARY**

The charity has a wholly owned subsidiary which is incorporated in the UK. Inclusion Trading Limited conducted the running of World Congress held in the UK. A summary of its results is shown below. The accounts have been filed with the Registrar of Companies. The cost of the investment in the subsidiary is \$1 (2020 - \$1).

|                                                 | 2021<br>£    | 2020<br>£   |
|-------------------------------------------------|--------------|-------------|
| <b>Profit &amp; Loss Account</b>                |              |             |
| Turnover                                        | -            | -           |
| Administrative expenses                         | -            | (34)        |
| Tax on profit/(loss)                            | -            | -           |
| <b>Net profit/(loss) retained in subsidiary</b> | <b>-</b>     | <b>(34)</b> |
| <b>Balance Sheet</b>                            |              |             |
| Current assets                                  | <b>2,005</b> | 2,005       |
| Current liabilities                             | -            | -           |
|                                                 | <b>2,005</b> | 2,005       |

**10. DEBTORS**

|                                | Group<br>2021<br>£ | Group<br>2020<br>£ | Company<br>2021<br>£ | Company<br>2020<br>£ |
|--------------------------------|--------------------|--------------------|----------------------|----------------------|
| <b>DUE WITHIN ONE YEAR</b>     |                    |                    |                      |                      |
| Trade debtors                  | <b>11,700</b>      | 29,329             | <b>11,700</b>        | 29,329               |
| Other debtors                  | <b>390</b>         | 162                | <b>390</b>           | 162                  |
| Prepayments and accrued income | -                  | 6,885              | <b>1</b>             | 6,886                |
|                                | <b>12,090</b>      | 36,376             | <b>12,091</b>        | 36,377               |

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**11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

|                              | <b>Group<br/>2021<br/>£</b> | <b>Group<br/>2020<br/>£</b> | <b>Company<br/>2021<br/>£</b> | <b>Company<br/>2020<br/>£</b> |
|------------------------------|-----------------------------|-----------------------------|-------------------------------|-------------------------------|
| Trade creditors              | 205                         | 485                         | 205                           | 485                           |
| Other creditors              | -                           | 3,587                       | -                             | 3,587                         |
| Accruals and deferred income | 58,435                      | 66,436                      | 58,435                        | 66,436                        |
|                              | <b>58,640</b>               | <b>70,508</b>               | <b>58,640</b>                 | <b>70,508</b>                 |

**12. STATEMENT OF FUNDS (GROUP)**

**STATEMENT OF FUNDS - CURRENT YEAR**

|                                 | <b>Balance at 1<br/>January<br/>2021<br/>£</b> | <b>Income<br/>£</b> | <b>Expenditure<br/>£</b> | <b>Transfers<br/>in/out<br/>£</b> | <b>Gains/<br/>(Losses)<br/>£</b> | <b>Balance at<br/>31<br/>December<br/>2021<br/>£</b> |
|---------------------------------|------------------------------------------------|---------------------|--------------------------|-----------------------------------|----------------------------------|------------------------------------------------------|
| <b>UNRESTRICTED FUNDS</b>       |                                                |                     |                          |                                   |                                  |                                                      |
| <b>DESIGNATED FUNDS</b>         |                                                |                     |                          |                                   |                                  |                                                      |
| Equipment and website           | 27,000                                         | -                   | (5,943)                  | -                                 | -                                | 21,057                                               |
| Global event                    | 45,190                                         | -                   | (4,482)                  | -                                 | -                                | 40,708                                               |
| Inclusive education             | 10,000                                         | -                   | (1,500)                  | -                                 | -                                | 8,500                                                |
| Solidarity fund                 | 32,000                                         | -                   | (15,093)                 | -                                 | -                                | 16,907                                               |
| Development fund                | -                                              | -                   | -                        | 77,320                            | -                                | 77,320                                               |
|                                 | <b>114,190</b>                                 | <b>-</b>            | <b>(27,018)</b>          | <b>77,320</b>                     | <b>-</b>                         | <b>164,492</b>                                       |
| <b>GENERAL FUNDS</b>            |                                                |                     |                          |                                   |                                  |                                                      |
| Unrestricted funds              | 147,055                                        | 114,867             | (106,005)                | -                                 | (5,299)                          | 150,618                                              |
| Subsidiary                      | 2,004                                          | -                   | -                        | -                                 | -                                | 2,004                                                |
|                                 | <b>149,059</b>                                 | <b>114,867</b>      | <b>(106,005)</b>         | <b>-</b>                          | <b>(5,299)</b>                   | <b>152,622</b>                                       |
| <b>TOTAL UNRESTRICTED FUNDS</b> | <b>263,249</b>                                 | <b>114,867</b>      | <b>(133,023)</b>         | <b>77,320</b>                     | <b>(5,299)</b>                   | <b>317,114</b>                                       |

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**12. STATEMENT OF FUNDS (CONTINUED)**

|                                  | Balance at 1<br>January<br>2021<br>£ | Income<br>£      | Expenditure<br>£   | Transfers<br>in/out<br>£ | Gains/<br>(Losses)<br>£ | Balance at<br>31<br>December<br>2021<br>£ |
|----------------------------------|--------------------------------------|------------------|--------------------|--------------------------|-------------------------|-------------------------------------------|
| <b>RESTRICTED FUNDS</b>          |                                      |                  |                    |                          |                         |                                           |
| IHC New Zealand                  | 77,320                               | -                | -                  | (77,320)                 | -                       | -                                         |
| Wellspring                       | 124,791                              | 225,000          | (229,923)          | -                        | -                       | 119,868                                   |
| Sightsavers                      | 1,128                                | 112,231          | (112,266)          | -                        | (1,093)                 | -                                         |
| Local projects                   | 11,820                               | 70,189           | (82,009)           | -                        | -                       | -                                         |
| Open Society<br>Foundation (III) | 148,515                              | 535,000          | (268,420)          | -                        | -                       | 415,095                                   |
| Norad/IDA                        | -                                    | 136,103          | (136,103)          | -                        | -                       | -                                         |
| Keystone Human<br>Services       | 503                                  | -                | (503)              | -                        | -                       | -                                         |
| UNDP                             | 5,216                                | -                | (5,216)            | -                        | -                       | -                                         |
| IDA Listen Include<br>Respect    | 9,808                                | 10,000           | (19,808)           | -                        | -                       | -                                         |
| International<br>Labour Office   | -                                    | 15,000           | (15,000)           | -                        | -                       | -                                         |
| The World Bank                   | -                                    | 29,980           | (39,000)           | -                        | -                       | (9,020)                                   |
| Ford Foundation                  | -                                    | 100,000          | (28,583)           | -                        | -                       | 71,417                                    |
| Liz Legacy                       | -                                    | 3,814            | -                  | -                        | -                       | 3,814                                     |
|                                  | <b>379,101</b>                       | <b>1,237,317</b> | <b>(936,831)</b>   | <b>(77,320)</b>          | <b>(1,093)</b>          | <b>601,174</b>                            |
| <b>TOTAL OF FUNDS</b>            | <b>642,350</b>                       | <b>1,352,184</b> | <b>(1,069,854)</b> | <b>-</b>                 | <b>(6,392)</b>          | <b>918,288</b>                            |

Charity only funds at the year end are \$916,284 (2020 - \$640,346). This represents the balances listed above excluding the subsidiary balance of \$2,004 (2020 - \$2,004).

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**12. STATEMENT OF FUNDS (CONTINUED)**

**STATEMENT OF FUNDS - PRIOR YEAR**

|                                 | Balance at<br>1 January<br>2020<br>£ | Income<br>£    | Expenditure<br>£ | Transfers<br>in/out<br>£ | Gains/<br>(Losses)<br>£ | Balance at<br>31<br>December<br>2020<br>£ |
|---------------------------------|--------------------------------------|----------------|------------------|--------------------------|-------------------------|-------------------------------------------|
| <b>UNRESTRICTED FUNDS</b>       |                                      |                |                  |                          |                         |                                           |
| <b>DESIGNATED FUNDS</b>         |                                      |                |                  |                          |                         |                                           |
| Equipment and website           | 14,690                               | -              | -                | 12,310                   | -                       | 27,000                                    |
| Global event                    | 27,500                               | -              | -                | 17,690                   | -                       | 45,190                                    |
| Inclusive education             | 10,000                               | -              | -                | -                        | -                       | 10,000                                    |
| Solidarity fund                 | -                                    | -              | -                | 32,000                   | -                       | 32,000                                    |
|                                 | <u>52,190</u>                        | <u>-</u>       | <u>-</u>         | <u>62,000</u>            | <u>-</u>                | <u>114,190</u>                            |
| <b>GENERAL FUNDS</b>            |                                      |                |                  |                          |                         |                                           |
| Unrestricted funds              | 132,586                              | 159,893        | (89,620)         | (62,000)                 | 6,196                   | 147,055                                   |
| Subsidiary                      | 2,004                                | -              | -                | -                        | -                       | 2,004                                     |
|                                 | <u>134,590</u>                       | <u>159,893</u> | <u>(89,620)</u>  | <u>(62,000)</u>          | <u>6,196</u>            | <u>149,059</u>                            |
| <b>TOTAL UNRESTRICTED FUNDS</b> | <u>186,780</u>                       | <u>159,893</u> | <u>(89,620)</u>  | <u>-</u>                 | <u>6,196</u>            | <u>263,249</u>                            |

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**12. STATEMENT OF FUNDS (CONTINUED)**

|                                  | Balance at<br>1 January<br>2020<br>£ | Income<br>£    | Expenditure<br>£   | Transfers<br>in/out<br>£ | Gains/<br>(Losses)<br>£ | Balance at<br>31<br>December<br>2020<br>£ |
|----------------------------------|--------------------------------------|----------------|--------------------|--------------------------|-------------------------|-------------------------------------------|
| <b>RESTRICTED FUNDS</b>          |                                      |                |                    |                          |                         |                                           |
| IHC New Zealand                  | 74,069                               | -              | -                  | -                        | 3,251                   | 77,320                                    |
| Wellspring                       | 122,099                              | 225,000        | (222,308)          | -                        | -                       | 124,791                                   |
| Sightsavers                      | 1,630                                | 151,200        | (151,750)          | -                        | 48                      | 1,128                                     |
| Local projects                   | -                                    | 197,530        | (185,710)          | -                        | -                       | 11,820                                    |
| Open Society<br>Foundation (III) | 398,503                              | -              | (249,988)          | -                        | -                       | 148,515                                   |
| Norad/IDA                        | -                                    | 51,269         | (51,269)           | -                        | -                       | -                                         |
| Keystone Human<br>Services       | -                                    | 3,728          | (3,225)            | -                        | -                       | 503                                       |
| UNDP                             | -                                    | 28,328         | (23,112)           | -                        | -                       | 5,216                                     |
| IDA Listen Include<br>Respect    | -                                    | 44,274         | (34,466)           | -                        | -                       | 9,808                                     |
|                                  | <u>596,301</u>                       | <u>701,329</u> | <u>(921,828)</u>   | <u>-</u>                 | <u>3,299</u>            | <u>379,101</u>                            |
| <b>TOTAL OF FUNDS</b>            | <u>783,081</u>                       | <u>861,222</u> | <u>(1,011,448)</u> | <u>-</u>                 | <u>9,495</u>            | <u>642,350</u>                            |

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The purposes of the designated funds are as follows:

**Equipment and website**

To set aside funds for future equipment purchases.

**Global Event**

Funding for global events (Council, General Assemblies, a future World Congress).

**Inclusive Education**

To assist our members with initiatives building on larger education reform efforts, as well as to support the development of leaders to effectively bring about inclusive education.

**Solidarity fund**

Voluntary contributions by members to the work of Inclusion International following changes to the fee structure agreed at the General Assembly in 2016.

**Development fund**

Funding for future organisational and regional development.

The purposes of the restricted funds are as follows:

**IHC New Zealand**

To provide a contingency fund for the London office and the Secretariat of Inclusion International. During the year, the original donor approached Inclusion International to offer to remove the restrictions on the grant. As such, the balance was transferred to general funds in the year which the Trustees have agreed to designate for the Development Fund.

**Wellspring**

To strengthen activism by connecting people, communities and organizations to take action for inclusion, and to build partnerships on key issues to advance advocacy; improve capacity and effectiveness of our impact.

**Sightsavers with funding from the Department for International Development (DFID)**

To address the lack of access to employment opportunities in open labour markets for persons with disabilities in low income countries. Inclusion International will focus its contributions on the inclusion of people with intellectual disabilities, although the models and learning from this target group will have implications for the broader project.

**Local Projects**

To promote the implementation of the UNCRPD and in particular article 24 and to empower people with disabilities to become active, contributing members of their communities. The transfer relates to a management fee Inclusion International were entitled to for overseeing the project.

**Open Society Foundation**

To build the capacity of Inclusion International to identify key issues of discrimination, and to develop tools for self-advocacy and family organisations to use in implementing inclusion.

**Norad/IDA**

To grow the self-advocacy movement and support the transition to inclusive education in Africa. This project contributes to the overall goal of influencing the disability rights movement to shape the development agenda in Sub-Saharan Africa. Working in Ethiopia, Rwanda and Ghana the project builds on the experience of two global programmes run by Inclusion International – Empower Us, and the Catalyst for Inclusive Education.

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**NOTES TO THE FINANCIAL STATEMENTS**  
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**Keystone Human Services**

To assess country contexts, and to build capacities and technical skills of country level partners.

**UNDP**

To support further development of practical guidelines for election stakeholders. Inclusion International delivered 10 consultations with persons with intellectual and psychosocial disabilities.

**IDA Listen Include Respect**

To establish a set of agreed and endorsed guidelines for the inclusion, support and participation of people with intellectual disabilities, including in the employment sector. As self-advocacy leadership develops and the inclusion of persons with an intellectual disability in national, regional and international advocacy work grows, Inclusion International has recognised the need for support in making sure their work is inclusive and that self-advocates with an intellectual disability can participate fully. This project has been jointly implemented with Down Syndrome International (DSI).

**International Labour Office**

To strengthen the knowledge base on current practices and possible innovations related to building disability inclusive social protection systems. To develop a report on existing support services for persons with intellectual disabilities and their families, and produce accessible material on social protection.

**The World Bank**

To document the successes of community-led and family centred approaches for mobilising inclusive education advocacy in Africa and Latin America. To create relevant guides and knowledge materials to support the effectiveness of inclusive education advocacy in communities. The fund is in deficit at the year end due to a need to pay partners up front. Future funding will offset the deficit.

**Ford Foundation**

To strengthen the organisation by supporting the development of a new strategy including a new long term funding strategy.

**Liz Legacy**

To create a grant to support a group of people with intellectual disabilities to design and deliver their own project to advocate for inclusive employment in their community. It is made up of funds donated in memory of Liz Haverda.

**13. CONSOLIDATED ANALYSIS OF NET ASSETS BETWEEN FUNDS**

**CONSOLIDATED ANALYSIS OF NET ASSETS BETWEEN FUNDS - CURRENT YEAR**

|                               | <b>Unrestricted<br/>funds<br/>2021<br/>£</b> | <b>Restricted<br/>funds<br/>2021<br/>£</b> | <b>Total<br/>funds<br/>2021<br/>£</b> |
|-------------------------------|----------------------------------------------|--------------------------------------------|---------------------------------------|
| Current assets                | 353,123                                      | 623,805                                    | <b>976,928</b>                        |
| Creditors due within one year | (36,009)                                     | (22,631)                                   | <b>(58,640)</b>                       |
| <b>TOTAL</b>                  | <b>317,114</b>                               | <b>601,174</b>                             | <b>918,288</b>                        |

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**13. CONSOLIDATED ANALYSIS OF NET ASSETS BETWEEN FUNDS (CONTINUED)**

**CONSOLIDATED ANALYSIS OF NET ASSETS BETWEEN FUNDS - PRIOR YEAR**

|                               | Unrestricted<br>funds<br>2020<br>£ | Restricted<br>funds<br>2020<br>£ | Total<br>funds<br>2020<br>£ |
|-------------------------------|------------------------------------|----------------------------------|-----------------------------|
| Current assets                | 333,757                            | 379,101                          | 712,858                     |
| Creditors due within one year | (70,508)                           | -                                | (70,508)                    |
| <b>TOTAL</b>                  | <b>263,249</b>                     | <b>379,101</b>                   | <b>642,350</b>              |

**14. CHARITY ANALYSIS OF NET ASSETS BETWEEN FUNDS**

**CHARITY ANALYSIS OF NET ASSETS BETWEEN FUNDS - CURRENT PERIOD**

|                               | Unrestricted<br>funds<br>2021<br>\$ | Restricted<br>funds<br>2021<br>\$ | Total funds<br>2021<br>\$ |
|-------------------------------|-------------------------------------|-----------------------------------|---------------------------|
| Current assets                | 351,119                             | 623,805                           | 974,924                   |
| Creditors due within one year | (36,009)                            | (22,631)                          | (58,640)                  |
| <b>TOTAL</b>                  | <b>315,110</b>                      | <b>601,174</b>                    | <b>916,284</b>            |

**CHARITY ANALYSIS OF NET ASSETS BETWEEN FUNDS - PRIOR PERIOD**

|                               | Unrestricted<br>funds<br>2020<br>\$ | Restricted<br>funds<br>2020<br>\$ | Total funds<br>2020<br>\$ |
|-------------------------------|-------------------------------------|-----------------------------------|---------------------------|
| Current assets                | 331,753                             | 379,101                           | 710,854                   |
| Creditors due within one year | (70,508)                            | -                                 | (70,508)                  |
| <b>TOTAL</b>                  | <b>261,245</b>                      | <b>379,101</b>                    | <b>640,346</b>            |

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**15. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES**

|                                                                                | <b>Group<br/>2021<br/>£</b> | <b>Group<br/>2020<br/>£</b> |
|--------------------------------------------------------------------------------|-----------------------------|-----------------------------|
| Net income/expenditure for the year (as per Statement of Financial Activities) | <b>282,330</b>              | (150,226)                   |
| <b>ADJUSTMENTS FOR:</b>                                                        |                             |                             |
| Dividends, interests and rents from investments                                | (13)                        | (67)                        |
| Decrease in debtors                                                            | <b>24,286</b>               | 254,694                     |
| Increase/(decrease) in creditors                                               | <b>(11,868)</b>             | 11,639                      |
| Foreign exchange movement                                                      | <b>(6,392)</b>              | 9,495                       |
| <b>NET CASH PROVIDED BY OPERATING ACTIVITIES</b>                               | <b>288,343</b>              | 125,535                     |

**16. ANALYSIS OF CASH AND CASH EQUIVALENTS**

|                                        | <b>Group<br/>2021<br/>£</b> | <b>Group<br/>2020<br/>£</b> |
|----------------------------------------|-----------------------------|-----------------------------|
| Cash in hand                           | <b>964,838</b>              | 676,482                     |
| <b>TOTAL CASH AND CASH EQUIVALENTS</b> | <b>964,838</b>              | 676,482                     |

**17. ANALYSIS OF CHANGES IN NET DEBT**

|                          | <b>At 1<br/>January<br/>2021<br/>£</b> | <b>Cash flows<br/>£</b> | <b>Changes in<br/>market<br/>value and<br/>exchange<br/>rate<br/>movements<br/>£</b> | <b>At 31<br/>December<br/>2021<br/>£</b> |
|--------------------------|----------------------------------------|-------------------------|--------------------------------------------------------------------------------------|------------------------------------------|
| Cash at bank and in hand | <b>676,482</b>                         | <b>294,748</b>          | <b>(6,392)</b>                                                                       | <b>964,838</b>                           |

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**18. PENSION COMMITMENTS**

The company pays in to the personal pension plan of four employees. The pension cost charge represents contributions payable by the company and amounted to \$10,974 (2020 - \$8,722).

**19. OPERATING LEASE COMMITMENTS**

At 31 December 2021 the Group and the charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

|                       | <b>Group</b><br><b>2021</b><br>£ | Group<br>2020<br>£ | <b>Company</b><br><b>2021</b><br>£ | Company<br>2020<br>£ |
|-----------------------|----------------------------------|--------------------|------------------------------------|----------------------|
| Not later than 1 year | <b>2,813</b>                     | 2,813              | <b>2,813</b>                       | 2,813                |

**20. OTHER FINANCIAL COMMITMENTS**

At 31 December 2021, the Charity was commitment to website development costs of \$15,228.

**21. RELATED PARTY TRANSACTIONS**

The membership fees are considered to be in the course of normal operations.

During the year the charity received grant income of of \$146,103 from International Disability Alliance (IDA) in respect of two grants awarded to the charity in the previous year. During the year, one of the charity's trustees became the treasurer of IDA.