SPEAKEASY NOW

England & Wales · Charity number 1106914

Details

Status	Registered
Legal form	Other
Registered	2004-11-22
Register	View on the Charity Commission register

Contact

Address	St Richard's House 22 Victoria Square Droitwich Worcestershire WR9 8DS
Phone	01905774247
Email	mail@speakeasynow.org.uk
Website	www.speakeasynow.org.uk

Activities

Objects: (A) THE RELIEF OF PEOPLE WITH LEARNING DISABILITIES, IN PARTICULAR BY DEVELOPING THEIR SKILLS IN SELF ADVOCACY AND SELF REPRESENTATION;(B) THE ADVANCEMENT OF EDUCATION AMONGST PEOPLE WITH LEARNING DISABILITIES AND AMONGST PROFESSIONALS AND OTHERS WITH AN INTEREST IN THE WELFARE OF PEOPLE WITH LEARNING DISABILITIES;(C) THE ADVANCEMENT OF THE EDUCATION OF THE PUBLIC IN MATTERS PERTAINING TO LEARNING DISABILITY ISSUES.

Activities: The charity supports people in Worcestershire, with learning disabilities, to self-advocate. We are a member led charity who supports it's members with learning disabilities to speak up for themselves, ensure services are inclusive and reasonable adjustments are in place.

Classification

- **How:** Provides Advocacy/advice/information, Other Charitable Activities
- **What:** General Charitable Purposes, Education/training, Disability, Human Rights/religious Or Racial Harmony/equality Or Diversity, Other Charitable Purposes
- **Who:** People With Disabilities

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Geography

- **Area of benefit:** NOT DEFINED. IN PRACTICE WORCESTERSHIRE
- Worcestershire

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£241,801	£296,661	-	-
2024-03-31	£376,236	£259,319	-	-
2023-03-31	£255,096	£217,907	-	-
2022-03-31	£203,866	£147,090	-	-
2021-03-31	£150,952	£108,181	-	-

Trustees

Name	Role	Appointed
Jacqueline de Sousa	Chair	2017-09-04
Jane Stanley		2023-10-23
Jonathan Monk		2024-06-26
Julie Wyatt		2021-10-18
RAY GALLIER		2011-10-18

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SPEAKEASY NOW

England & Wales - Charity number 1106914

Accounts

SpeakEasy N.O.W.

Annual Report

2024 - 2025







www.speakeasynow.org.uk

Registered Charity No: 1106914

The last year has been one of the busiest ever.

We had 1,782 engagement contacts with people with a learning disability throughout the year across Herefordshire and Worcestershire.

On average, each month, 60 people with a learning disability attended one of our SpeakUp groups or the pop up groups we run at day opportunities across Worcestershire.

400 contacts were with young people with a learning disability through our regular school and college sessions.













Our Co-trainers have helped to train over 2,000 health and social care staff about learning disability through the Oliver McGowan Mandatory Training in Learning Disability and Autism.

We have attended lots of meetings and met with lots of different professionals. We have visited health services, day opportunities, supported living and replacement care providers to carry out peer engagement reviews.

We have raised important issues locally and nationally to make sure that people with a learning disability have a voice.

We have been based in Droitwich for over 20 years. For the last year we have been one of the chosen charities of the Mayor of Droitwich Spa, Councillor Alex Sinton. We have really enjoyed getting to know the Mayor and attending events with him. We even got to turn on the Droitwich Christmas lights!



The highlight of the year for the Management Committee was receiving an award from the High Sheriff of Worcestershire on behalf of SpeakEasy N.O.W.





The award was in recognition of our contribution to the community. In particular enabling people with a learning disability to speak up and improve local services and the lives of people with a learning disability in Worcestershire.



This award was made by
The High Sheriff of Worcestershire
to

SpeakEasy N.O.W.

in recognition of
great and valuable services
to the community

The award also recognises the appreciation of the residents and people of the said High Sheriff's County for activity and contribution in enhancing the life of the community

Dated this 29th day of November 2024.

High Sheriff





Our Funding



Between April 2024 and March 2025, we received money to do our work from:

- NHS Herefordshire and Worcestershire
- Worcestershire County Council
- The Community Lottery Fund

NHS Herefordshire and Worcestershire

worcestershire county council

COMMUNITY FUND

We are also very grateful for donations from the Mayor of Droitwich Spa's charity fund, Vernon Chapter and Wyche Lodge Freemasons and from Opinion Research Services on behalf of Hereford and Worcester Fire and Rescue Service.





HEREFORD & WORCESTER HWFR FIRE AND RESCUE SERVICE



Forum Meetings



We have had lots of guests at our monthly Forum meetings.

One of the themes of Worcestershire's Learning Disability Strategy is Being Safe. This has been a focus of some of our recent Forum meetings.



We have had visits from West Mercia Police Hate Crime Officers and Neighbourhood Officers, to talk to members about Hate Crime, Mate Crime and scams.



Our Way Self Advocacy have talked to us about their Safe Places Scheme and work on Hate Crime. Hereford and Worcester Fire and Rescue Service came to talk to members about their 5 year Community Safety Plan.



West Mercia POLICE

HEREFORD & WORCESTER HWFR FIRE AND RESCUE SERVICE

Forum Meetings

Other visitors have included:

- Councillor Richard Morris, Worcestershire County Council Cabinet Member for Adult Social Care
- Health and social care professionals
- Healthwatch Worcestershire, to talk about their work on emotional wellbeing and Pharmacy First
- Malvern District Council to talk about Active Travel









This year we have introduced a new My Story section to Forum meetings. This gives individual members an opportunity to tell others more about themselves and their lives. Members have enjoyed sharing their stories and we have learnt lots of new interesting things about people.

SpeakUp Groups

This year we continued to run our monthly SpeakUp groups: Malvern Comet Group, Speakers Corner in Droitwich, Reddi-to-Talk in Redditch and Severn Source in Worcester.

We have also run regular pop up groups at Choices in Evesham, Wildgoose in Hallow, Reach in Bewdley, Branches in Malvern, Odell in Kidderminster, Amber and Amber Urban in Bromsgrove, Where Next in Redditch and Reddi Support in Redditch.



Comet Group



Branches



Severn Source



Reddi-to-Talk





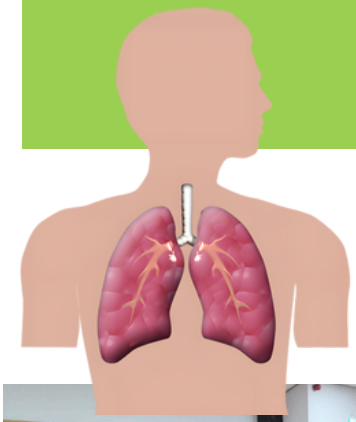
Reach

The issues that matter

Our SpeakUp groups have covered lots of different topics and issues over the last year. As well as local issues, many have been related to national awareness campaigns. We have focussed on themes of mental health, wellbeing and community awareness.

This has included:
Celebrating Me, by sharing personal stories for Learning Disability Week.









Health and wellbeing topics including: healthy eating, physical activity, personal hygiene, emotional wellbeing tools, the impact of kindness, awareness days for conditions such as heart disease and cancer, and a Health Checkers workshop session on oral and lung health.

We have talked about safety awareness, including Hate Crime, scams and fire safety.

School and College Engagement

We have been running regular sessions at HOW College in Redditch and Worcester, Kidderminster College and Vale of Evesham School.

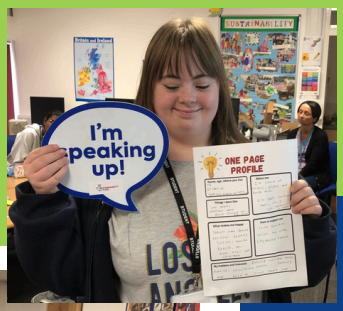
These cover lots of the important topics we cover at our SpeakUp groups, with a real emphasis on empowering young people to have a voice.

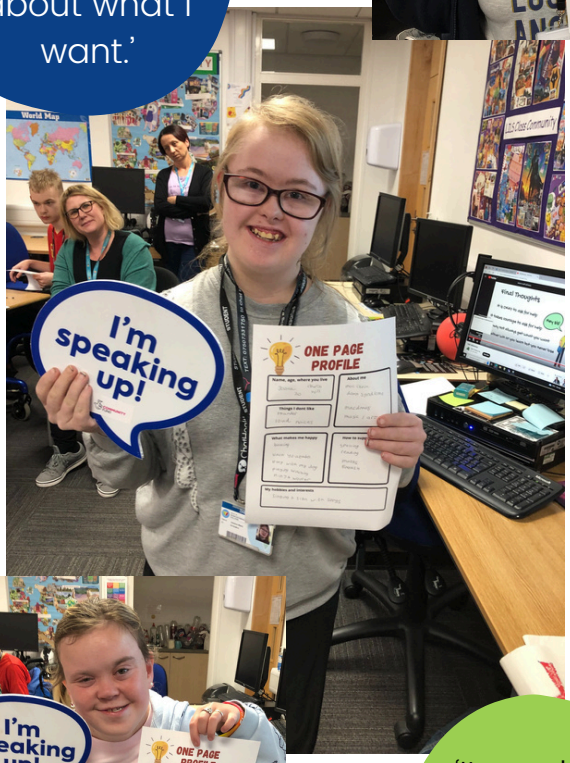


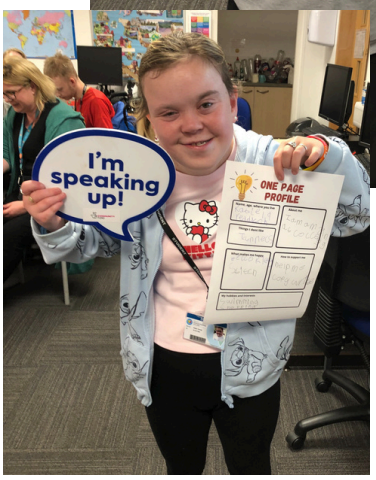
'It helps me to understand more about myself'



'I want to be asked more about what I want.'







'It needs to be easier so that I can understand.'

We have worked with Worcestershire Children First to engage with young people about Education Health and Care Plans. The feedback from the 103 students who took part in these sessions helped to develop a toolkit for schools. Making sure that their feedback and views are part of the process for support planning and review.



Having a Voice





Our Expert Members continue to work as part of Worcestershire's Learning Disability Partnership Board. This includes attending Partnership Board meetings and sub group meetings, as well as joint meetings with Herefordshire's Learning Disability Partnership Board.

Our Forum meetings, SpeakUp groups, school and college sessions and engagement visits make sure that Expert Members understand the important issues and can represent the voice of people with a learning disability across Worcestershire.





In September Rachel and Sam helped to present an update on Worcestershire's Learning Disability Strategy to the Being Well Strategic Group, on behalf of the Learning Disability Partnership Board.



People's Parliament

Expert Members chose Relationships as their main topic for last year. They gathered feedback from 72 people with a learning disability about their experiences of relationships. They wrote a report about these experiences, the things that people found difficult and what would help them to build better relationships. Most people said they would find it helpful to learn more about relationships.

So Expert Members ran a workshop for people with a learning disability, attended by 48 people, in November. Everyone found this really helpful.

'This has made me feel a lot stronger'





'I learnt a lot about relationships'

'Meeting new people'









'I liked the group discussions'

Expert Members developed some Top Tips for supporting people with a learning disability to build good relationships. They met with social care staff to talk about this and making sure that this is included in support plans.

'Sharing my views'

Peer Engagement Visits

Our Expert Members have visited a range of supported living and day opportunity providers over the last year, to speak to people who use the services and find out what they are like.

As well as being able to give feedback about the services to the providers and Worcestershire County Council, it helps Expert Members to have an understanding of different services and the experiences and views of more people with a learning disability.

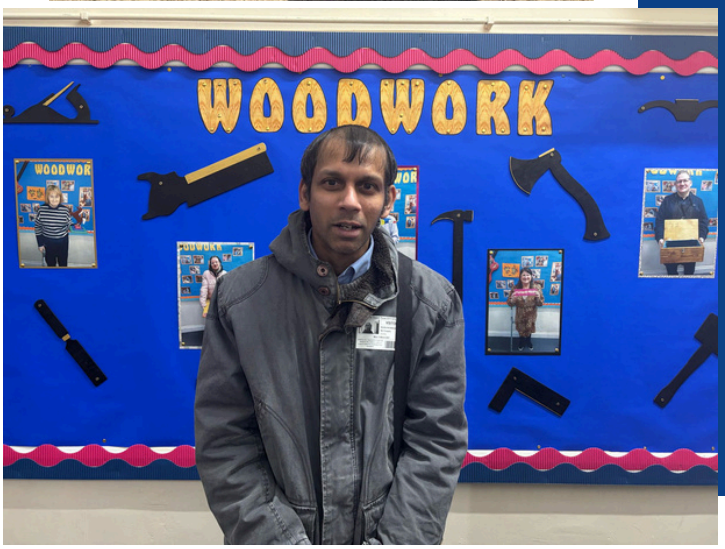














Overnight Breaks Engagement

We were asked by Worcestershire County Council to carry out engagement with people who use Pershore Short Breaks and Worth Crescent for overnight breaks.

Our engagement report will make sure that their voices and feedback are considered when decisions are being made about services for the future.











Worth Crescent



Health Checkers

Our Health Checkers are from across Herefordshire and Worcestershire. They make sure that people with a learning disability are represented and involved in local health services.

Lots of different health professionals, from different services have attended their meetings over the last year. Health Checkers have helped with developing easy to understand information and given their feedback to consultations and service development.

They attend and give reports to local NHS meetings including the Learning Disability and Autism Partnership Board.













Health Checkers have also attended different meetings and events to tell people about their work.

Becky gave a presentation about the work of the Health Checkers to the Herefordshire and Worcestershire Integrated Care Board in September.

Rachel and Mano gave a presentation at an event organised by Herefordshire and Worcestershire Health and Care NHS Trust, as part of their learning disability improvement work.

Mano attended the Adfest conference in Cardiff in June 2024 with the British Institute of Learning Disabilities. This event promoted the work of people within their local communities. Mano talked about the work of Health Checkers and how this helps to address health inequalities for people with a learning disability.









Our Herefordshire Health Checkers have attended Hear Our Voices events, visited Beacon College and led a workshop at an event for Learning Disability Awareness Week in June.

As well as raising issues locally, Health Checkers have taken part in a national consultation about plans for the NHS and written to the government to raise concerns about changes to national targets for Annual Health Checks.

Health Checkers

Improving the care that people with a learning disability receive in hospital has always been an important issue for the Health Checkers. Over the last year they have been working more with the Worcestershire Acute Hospital NHS Trust and the Wye Valley NHS Trust.

Health Checkers have carried out visits and written reports about the Day Surgery department at Kidderminster Hospital and the Emergency Department at Hereford Hospital. They have helped to develop Easy Read patient information and attended external stakeholder meetings.









Improving the quality of Annual Health Checks is an important area of work for the Health Checkers. They have been helping to develop the templates used for Annual Health Checks and Health Action Plans. They also helped to plan and deliver a Study Day for GP practices.

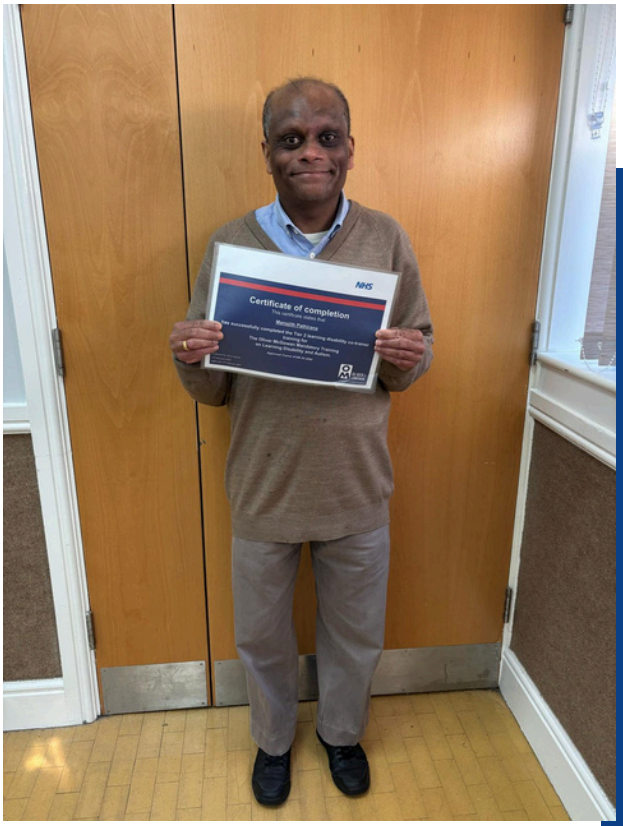
NHS Experts by Experience

We have continued to work with NHS Herefordshire and Worcestershire to make sure that Experts by Experience attend Care and Treatment Reviews for people who are admitted or at risk of admission to hospital due to their mental health.

This year we have organised individual and group sessions for our Experts by Experience, so they can share their experiences. Rachel has continued to deliver workshops for health and social care staff about Care and Treatment Reviews.







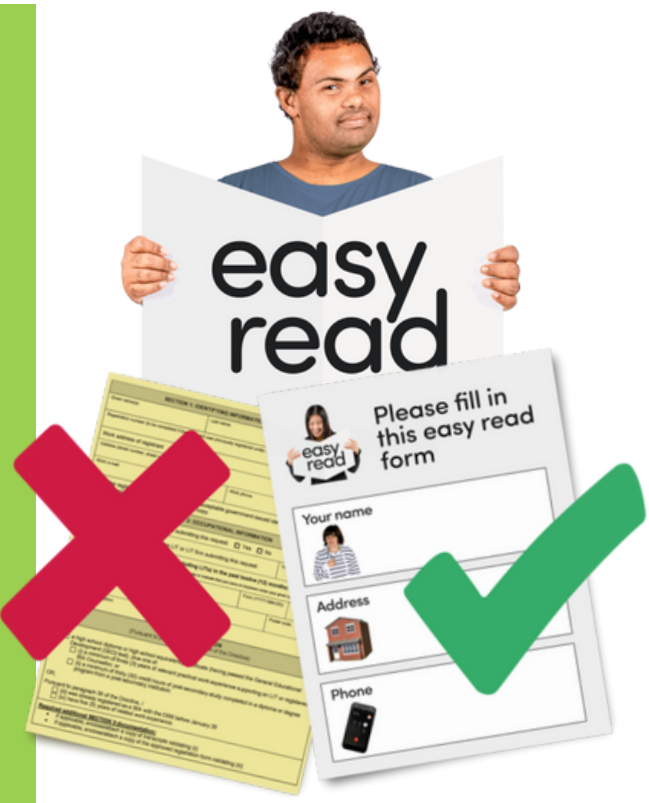
Oliver McGowan Mandatory Training

Our Co-Trainers have now helped to deliver training to over 2,000 health and social care staff across Herefordshire and Worcestershire. They have really grown in confidence and received some fantastic feedback. As Health Checkers they know how important the training is and are able to talk about some of the work they have been involved in.

Making information accessible

As well as making lots of our own Easy Read information and reports, we have helped other organisations to create Easy Read documents, including leaflets and policies.

Our Expert Members have been working with Worcestershire County Council, as part of their Building Together work, to develop Easy Read support plans and social care assessments.



This year we have also been working with Photosymbols, the online photo library we use to make Easy Read. They have been holding regular meetings with our members to get feedback about how they are developing their photo library and new Artificial Intelligence (AI) technology.



made with photosymbols®

As always, members have enjoyed opportunities over the year to spend time with friends and have some fun. We had a great afternoon bowling for our summer social. SpeakUp groups organised social meet ups and meals out across the year. And there were festive celebrations, activities and crafts in December.

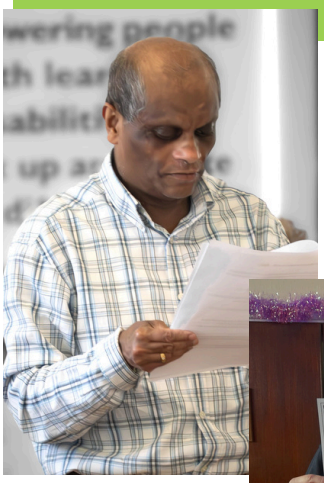
There were opportunities to learn new skills, develop confidence and lead activities and meetings. Including a SpeakUp workshop for members, focussing on sharing your views, listening skills and confidence building.

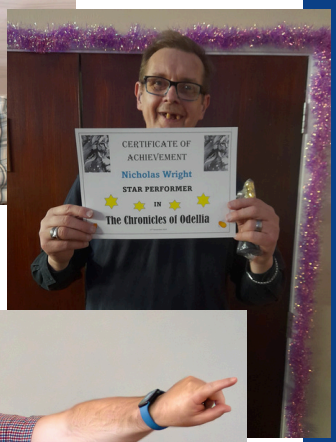














There have been many personal achievements for members throughout the year. Well done to all of those who have delivered training, shared their stories, given presentations about our work and led groups, discussions and peer engagement visits.

Most importantly, thank you to everyone for helping us to make sure people with a learning disability have a voice.

Registered Charity No: 1106914

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Speakeasy N.O.W **Trustees Report**

Profit & Loss By Activity **Date** **31/03/2025**

By Month

	Voices	Health Checkers Hereford	Health Checkers Worcester	Easy Read	Speak Up	Speak Up Brought Forward	Service Review	CETR Hub	OMMT	NHS H&W Keyworkers	Interest Received	Total
Income	24,078	42	174	300	180	150	-	60	48	18	239	25,289
Expenditure												
Gross Wages	3,247	1,543	4,361	40	5,318	-	-	1,235	3,614	310		19,667
Employers NIC	21	11	48	-	86	-	-	25	54	6		251
Self Employed Costs	-	-	-	-	-	-	-	750	-	-		750
Office Costs	360	194	803	-	831	-	-	277	222	83		2,770
Staff Recruitment & Training	13	7	30	-	31	-	-	10	8	3		102
Travel	143	72	52	-	50	-	-	186	80	0		584
Meeting Refreshments & Room Hire	107	262	92	40	145	-	-	8	7	3		664
Support Costs & Activities	-	-	-	-	-	-	-	-	-	-		-
Interest Received	-	-	-	-	-	-	-	-	-	-		-
												-
Total Expenditure	3,892	2,089	5,386	80	6,462	-	-	2,491	3,983	405	-	24,789
Net Profit /(Loss)	20,186	(2,047)	(5,212)	220	(6,282)	150	-	(2,431)	(3,935)	(387)	239	500
NP %	**84%**	**0%**	**0%**	**73%**	**0%**	**100%**	**0%**	**0%**	**0%**	**0%**	**100%**	**2%**

Year to Date

	Voices	Health Checkers Hereford	Health Checkers Worcester	Easy Read	Speak Up	Speak Up Brought Forward	Service Review	CETR Hub	OMMT	NHS H&W Keyworkers	Interest Received	Total
	£	£	£	£	£	£						£
Income	60,193	25,550	50,620	1,200	79,508	150	-	129	21,277	34	3,140	241,801
Expenditure												
Gross Wages	38,621	19,037	47,363	100	63,180	-	-	14,341	44,949	3,253		230,843
Employers NIC	284	145	489	0	1,008	-	-	276	608	64		2,875
Self Employed Costs	-	10	-	-	-	-	-	10,130	252	-		10,392
Office Costs	5,698	2,774	8,296	-	10,437	-	-	3,632	3,711	876		35,424
Staff Recruitment & Training	108	58	232	-	245	-	-	82	67	24		815
Travel	1,114	1,093	957	66	1,747	-	-	2,297	2,698	65		10,037
Meeting Refreshments & Room Hire	1,787	1,187	1,292	204	819	-	-	275	255	49		5,867
Support Costs & Activities	59	30	88	-	143	-	-	38	40	9		408
Interest Received	-	-	-	-	-	-	-	-	-	-		-
												-
Total Expenditure	47,671	24,333	58,718	371	77,578	-	-	31,071	52,580	4,339	-	296,661
Net Profit /(Loss) Apr 2024 to Mar 2025	12,522	1,217	(8,098)	829	1,929	150	-	(30,942)	(31,303)	(4,306)	3,140	(54,860)
NP %	**21%**	**5%**	**0%**	**69%**	**2%**	**100%**	**0%**	**0%**	**0%**	**0%**	**100%**	**-23%**

Reserves brought forward 01.04.24	15,521	10,887	87,575		64,905		20,563	49,837	41,035	11,378	-	301,701
Available Reserves	28,043	12,104	79,477	829	66,834	150	20,563	18,895	9,732	7,072	3,140	246,841

Charity registration number 1106914 (England and Wales)

SPEAKEASY NOW

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

SPEAKEASY NOW

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Ms J M De Sousa Mr R Gallier Ms J M Wyatt Ms J E Stanley Ms L Hancock Mr J Monk	 (Appointed 26 June 2024)
Charity number	1106914	
Principal address	St Richards House 22 Victoria Square Droitwich Worcestershire WR9 8DS	
Independent examiner	Ormerod Rutter Limited The Oakley Kidderminster Road Droitwich Worcestershire WR9 9AY	
Bankers	NatWest Bank Plc 1 The Cross Worcester Worcestershire WR1 3PR	

SPEAKEASY NOW

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Balance sheet	6
Notes to the financial statements	7 - 16

SPEAKEASY NOW

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2025

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

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the Charity's governing document, the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

Objectives and activities

The Charity's objectives are as follows:
i) The relief of people with learning disabilities, in particular by developing their skills in self-advocacy and self-representation;
ii) The advancement of education amongst people with learning disabilities and amongst professionals and others with an interest in the welfare of people with learning disabilities;
iii) The advancement of the education of the public in matters pertaining to learning disability issues.

Public benefit

The Trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the Charity should undertake.

The Charity works with organisations, including Worcestershire County Council and the NHS, to make sure there is inclusivity for people with a learning disability, in delivering and improving local services. Focus is on enabling people to gain confidence and speak up about what matters to them. The Charity has a network of SpeakUp groups across Worcestershire.

Achievements and performance

Significant activities and achievements against objectives

This year the charity had 1,782 engagements and contacts with people with a learning disability, across Herefordshire and Worcestershire. On average, each month, 60 people with a learning disability attended one of our SpeakUp groups and 400 contacts were with young people, with a learning disability through our regular school and college sessions.

Our Co-Trainers, who have a learning disability, helped to train over 2,000 health and social care staff through the Oliver McGowan Mandatory Training in Learning Disability and Autism. We were chosen as one of the Mayor of Droitwich Spa charities, and received an award from the High Sheriff of Worcestershire in recognition of our contribution to the community.

The Charity continued to progress with their other ongoing projects and activities in order to help those with a learning disability have their voices heard.

Financial review

The Charity continues to receive funding from their principle funding sources:
i) NHS Herefordshire and Worcestershire
ii) Worcestershire County Council
iii) The Community Lottery Fund

Reserves policy

It is the policy of the Charity that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to no less than 3 months running costs plus any additional fees for early end of contract costs. The Trustees consider that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the Charity's current activities while consideration is given to ways in which additional funds may be raised. This level of reserves has been maintained throughout the year.

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

Structure, governance and management

The Charity is a Charitable Incorporated organisation and is governed by its constitution adopted on: 8th March 2004, (reg. by Charity Commission 22 November 2004); as amended on 23rd October 2023.
A copy of the constitution is available from the Charity on request.

The Trustees who served during the year and up to the date of signature of the financial statements were:

Ms J M De Sousa	
Mr R Gallier	
Ms J M Wyatt	
Ms J E Stanley	
Ms L Hancock	
Ms S Jobling	(Resigned 6 February 2025)
Mr J Monk	(Appointed 26 June 2024)

Recruitment and appointment of trustees

The Board of Trustees are authorised to appoint new trustees to fill vacancies arising under Section 10 (E) of constitution by co-opting new trustees onto the board.
None of the Trustees has any beneficial interest in the company.

Organisational structure

The day to day management is delegated by the Trustees to the Chief Executive Officer. Policy and strategic decisions are made by the Board of Trustees at regular meetings.

Induction and training of trustees

New trustees are instructed by the Chief Executive Officer and existing Trustees as to their duties and responsibilities and develop their knowledge of the Charity through Trustee meetings and involvement in the Charity's activities.

Statement of Trustees' responsibilities

The Trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

.....
Ms J M De Sousa
Trustee

.....
Mr R Gallier
Trustee

Date: 18/06/25

SPEAKEASY NOW

INDEPENDENT EXAMINER'S REPORT
TO THE TRUSTEES OF SPEAKEASY NOW

I report to the Trustees on my examination of the financial statements of Speakeasy NOW (the Charity) for the year ended 31 March 2025.

Responsibilities and basis of report

As the Trustees of the Charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011.

I report in respect of my examination of the Charity's financial statements carried out under section 145 of the Charities Act 2011. In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the Charities Act 2011.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1 accounting records were not kept in respect of the Charity as required by section 130 of the Charities Act 2011.
2 the financial statements do not accord with those records; or
3 the financial statements do not comply with the applicable requirements concerning the form and content of financial statements set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the financial statements give a true and fair view, which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.

Tony Archer
Ormerod Rutter Limited
The Oakley
Kidderminster Road
Droitwich
Worcestershire
WR9 9AY
Date: 26/06/25

SPEAKEASY NOW

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Income and endowments from:							
Donations and legacies	2	-	237,011	237,011	8,055	361,852	369,907
Investments	3	3,140	-	3,140	738	-	738
Other income	4	1,200	450	1,650	3,230	2,361	5,591
Total income		4,340	237,461	241,801	12,023	364,213	376,236
Expenditure on:							
Raising funds	5	-	330	330	390	-	390
Charitable activities	6	371	295,959	296,330	13,574	245,355	258,929
Total expenditure		371	296,289	296,660	13,964	245,355	259,319
Net income/(expenditure) and movement in funds		3,969	(58,828)	(54,859)	(1,941)	118,858	116,917
Reconciliation of funds:							
Fund balances at 1 April 2024		20,563	281,138	301,701	22,504	162,280	184,784
Fund balances at 31 March 2025		24,532	222,310	246,842	20,563	281,138	301,701

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

SPEAKEASY NOW

BALANCE SHEET

AS AT 31 MARCH 2025

	Notes	2025 £	2025 £	2024 £	2024 £
Fixed assets					
Tangible assets	11		7,134		7,349
Current assets					
Debtors	12	1,304		7,024	
Cash at bank and in hand		240,505		290,944	
		241,809		297,968	
Creditors: amounts falling due within one year	13	(2,101)		(3,616)	
Net current assets			239,708		294,352
Total assets less current liabilities			246,842		301,701
The funds of the Charity					
Restricted income funds	15		222,310		281,138
Unrestricted funds	16		24,532		20,563
			246,842		301,701

The financial statements were approved by the Trustees on 18.6.2025

Ms J M De Sousa
Trustee

Mr R Gallier
Trustee

1 Accounting policies

Charity information

Speakeasy NOW is a registered charity no. 1106914. The principle address is St. Richards House, 22 Victoria Square, Droitwich, WR9 8DS.

1.1 Accounting convention

The financial statements have been prepared in accordance with the Charity's governing document, the Charities Act 2011, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)". The Charity is a Public Benefit Entity as defined by FRS 102.

The Charity has taken advantage of the provisions in the SORP for charities not to prepare a statement of cash flows.

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

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

1.2 Going concern

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

1.3 Charitable funds

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

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

1.4 Income

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

Cash donations are recognised on receipt. Other donations are recognised once the Charity has been notified of the donation, unless performance conditions require deferral of the amount.

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

1 **Accounting policies** **(Continued)**

1.5 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 are allocated on the portion of the asset's use.

1.6 Tangible fixed assets

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

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

Fixtures and fittings	25% on cost
Computer Equipment	25% on cost

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

1.7 Impairment of fixed assets

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

1.8 Cash and cash equivalents

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

1.9 Financial instruments

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

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

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

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

1 Accounting policies (Continued)

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the Charity's contractual obligations expire or are discharged or cancelled.

1.10 Taxation

The charity is exempt from tax on its charitable activities.

1.11 Retirement benefits

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

2 Income from donations and legacies

	Unrestricted funds 2025	Restricted funds 2025	Total 2025	Unrestricted funds 2024	Restricted funds 2024	Total 2024
	£	£	£	£	£	£
Donations and gifts	-	1,292	1,292	500	515	1,015
Grants	-	235,719	235,719	7,555	361,337	368,892
	-	237,011	237,011	8,055	361,852	369,907

3 Income from investments

	Unrestricted funds 2025	Unrestricted funds 2024
	£	£
Bank interest receivable	3,140	738

4 Other income

	Unrestricted funds 2025	Restricted funds 2025	Total 2025	Unrestricted funds 2024	Restricted funds 2024	Total 2024
	£	£	£	£	£	£
Easy Read	1,200	-	1,200	3,190	725	3,915
Other services	-	450	450	40	1,636	1,676
	1,200	450	1,650	3,230	2,361	5,591

5 Expenditure on raising funds

	Unrestricted funds 2025	Restricted funds 2025	Total 2025	Unrestricted funds 2024	Restricted funds 2024	Total 2024
	£	£	£	£	£	£
Fundraising and publicity						
Advertising	-	330	330	390	-	390

6 Expenditure on charitable activities

	Charitable expenditure 2025 £	Charitable expenditure 2024 £
Direct costs		
Staff costs	233,718	198,411
Depreciation and impairment	2,479	609
Office rental and costs	13,403	11,554
Travel costs	10,038	6,652
Sundry expenses	5,676	8,954
Conference and meeting costs	3,799	4,323
Sub-contractor costs	12,459	12,612
Insurances	1,402	1,218
Telephone	7,345	7,786
	290,319	252,119
Share of support and governance costs (see note 7)		
Support	4,891	6,810
Governance	1,120	-
	296,330	258,929
Analysis by fund		
Unrestricted funds	371	13,574
Restricted funds	295,959	245,355
	296,330	258,929

7 Support costs allocated to activities

	2025 £	2024 £
Governance costs	6,011	6,810
Analysed between:		
Charitable expenditure	6,011	6,810

Governance and support costs consist of independent examiners fees of £1,120 and accountancy fees of £4,891.

8 Trustees

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

9 Employees

The average monthly number of employees during the year was:

	2025 Number	2024 Number
	7	7

Employment costs	2025 £	2024 £
Wages and salaries	230,843	196,139
Other pension costs	2,875	2,272
	233,718	198,411

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

Remuneration of key management personnel

The remuneration of key management personnel was as follows:

	2025 £	2024 £
Total remuneration	31,085	29,251

10 Taxation

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

11 Tangible fixed assets

	Fixtures and fittings	Computer Equipment	Total
	£	£	£
Cost			
At 1 April 2024	5,795	9,426	15,221
Additions	1,148	1,116	2,264
At 31 March 2025	6,943	10,542	17,485
Depreciation and impairment			
At 1 April 2024	-	7,872	7,872
Depreciation charged in the year	1,684	795	2,479
At 31 March 2025	1,684	8,667	10,351
Carrying amount			
At 31 March 2025	5,259	1,875	7,134
At 31 March 2024	5,795	1,554	7,349

12 Debtors

	2025	2024
Amounts falling due within one year:	£	£
Trade debtors	-	6,404
Prepayments and accrued income	1,304	620
	1,304	7,024

13 Creditors: amounts falling due within one year

	2025	2024
	£	£
Trade creditors	981	2,536
Accruals and deferred income	1,120	1,080
	2,101	3,616

14 Retirement benefit schemes

	2025	2024
Defined contribution schemes	£	£
Charge to profit or loss in respect of defined contribution schemes	2,875	2,272

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

15 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 April 2024 £	Incoming resources £	Resources expended £	At 31 March 2025 £
Health Checker - Herefordshire	10,887	25,550	(24,333)	12,104
Health Checker - Worcestershire	87,575	50,620	(58,717)	79,478
Keyworkers	11,378	34	(4,339)	7,073
Voices	15,521	60,343	(47,671)	28,193
NHSE Experts (CETR)	49,837	129	(31,071)	18,895
SpeakUp	64,905	79,508	(77,578)	66,835
OMMT	41,035	21,277	(52,580)	9,732
	281,138	237,461	(296,289)	222,310

Previous year:	At 1 April 2023 £	Incoming resources £	Resources expended £	At 31 March 2024 £
Health Checker - Herefordshire	7,861	25,150	(22,124)	10,887
Health Checker - Worcestershire	79,861	49,812	(42,098)	87,575
Keyworkers	4,547	9,385	(2,554)	11,378
Voices	3,307	43,485	(31,271)	15,521
NHSE Experts (CETR)	19,617	48,793	(18,573)	49,837
SpeakUp	47,087	93,360	(75,542)	64,905
OMMT	-	94,228	(53,193)	41,035
	162,280	364,213	(245,355)	281,138

SpeakUp - fund for the delivery of engagement work, support to SpeakUp groups, support for the creation of accessible information.

NHSE Experts (CETR) - fund for the support of Care, Education and Treatment reviews to prevent admission to secure hospitals and supporting those who are at risk of admission.

Health Checker Herefordshire & Worcestershire - funding for the Health Checkers Team to support the tackling of health inequalities for people with a learning disability.

Voices - fund to support people with learning disabilities and to contribute to the co-production of services in Worcestershire.

Keyworkers - fund to support the recruitment of keyworker staff for the NHS.

OMMT - fund to support the delivery of 'Oliver McGowan Mandatory Training' to health and social care staff across Herefordshire and Worcestershire.

16 Unrestricted funds

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

	At 1 April 2024	Incoming resources	Resources expended	At 31 March 2025
	£	£	£	£
General funds	20,563	4,340	(371)	24,532

Previous year:	At 1 April 2023	Incoming resources	Resources expended	At 31 March 2024
	£	£	£	£
General funds	22,504	12,023	(13,964)	20,563

17 Analysis of net assets between funds

	Unrestricted funds 2025	Restricted funds 2025	Total 2025
	£	£	£
At 31 March 2025:			
Tangible assets	6,190	944	7,134
Current assets/(liabilities)	18,342	221,366	239,708
	24,532	222,310	246,842

	Unrestricted funds 2024	Restricted funds 2024	Total 2024
	£	£	£
At 31 March 2024:			
Tangible assets	5,796	1,553	7,349
Current assets/(liabilities)	14,767	279,585	294,352
	20,563	281,138	301,701

18 Operating lease commitments

Lessee

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

	2025	2024
	£	£
Within one year	1,392	-
Between two and five years	1,392	-
	2,784	-

19 Related party transactions

There were no disclosable related party transactions during the year (2024 - none).

SPEAKEASY NOW

England & Wales - Charity number 1106914

Accounts

www.speakeasynow.org.uk

Charity number 1106914

Report

easy read

SpeakEasy N.O.W.

Annual Report







April 2023 to March 2024

www.speakeasynow.org.uk

Easy read version by SpeakEasy N.O.W. using Photosymbols

20 Years of Speaking Up

SpeakEasy N.O.W. was set up in 2003, to make sure that people with a learning disability, in Worcestershire, have a voice.



We are led **by** people with a learning disability **for** people with a learning disability.

Our network of SpeakUp groups is still at the heart of what we do. Enabling people to gain confidence and speak up about what matters to them.

We work with organisations, including Worcestershire County Council and the NHS, to make sure they involve people with a learning disability in delivering and improving local services.



Our NHS work, including our Health Checkers and delivery of Oliver McGowan Mandatory Training, covers Herefordshire and Worcestershire.

In July we celebrated 20 years of SpeakEasy N.O.W. with an awards ceremony, dinner and dancing at the Whitehouse Hotel in Worcester.

Well done to our members who won awards for speaking up, personal achievement and contribution to our work over the last 20 years.







What our members say

"I enjoyed finding out about different organisations at the People's Parliament event and getting lots of information."

"I have grown so much in confidence and feel like my skills have developed."

"Gives you a voice in the community."

"I enjoyed the visit to meet the Mayor at the Guildhall to learn more about local politics"

"I have learnt that it's ok to make my own decisions."

"Information is shared with other groups. News goes to NHS and Council."

"I like coming to meetings. It gives me confidence in speaking up and I get lots of support in everything I do. I get lots of respect and get more friends"

"It's up to me what I decide for my own future."

Making information easy to understand



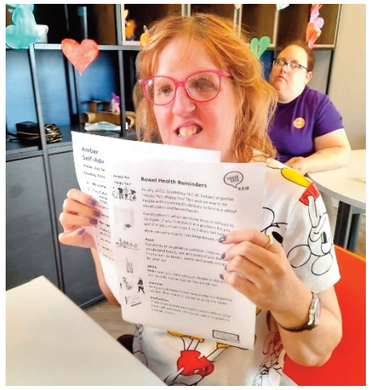
Over the last year we have put lots of information into Easy Read. This includes information leaflets and local consultations and surveys, so that people with a learning disability can give their feedback.

We have created Easy Read information for Worcestershire County Council, NHS Herefordshire and Worcestershire and Platform Housing. We have put policies into Easy Read for organisations across England.

We have provided training for organisations who want to make their own Easy Read information.

We also produce our own Easy Read reports, information, policies and resources.

In the last year we created an Easy Read version of our Constitution. This was especially important as we asked members to vote on a change to our constitution at our AGM in October 2023.





We want our members to have access to important training in a way they can understand.

Last year we ran a workshop about Confidentiality and Data Protection and organised two First Aid training days for members.



Our Management Committee

In October members elected a new Management Committee for the next two years.

The Management Committee are all members with a learning disability. They plan the work of SpeakEasy N.O.W. This includes choosing topics and inviting guests to our meetings and organising events.





Wayne Marshall was elected as the Chair of the Management Committee. Wayne chairs Management Committee and Forum meetings and attends Trustee meetings to represent the Management Committee.



Our Funding

Between April 2023 and March 2024, we received money to do our work from:

NHS Herefordshire and Worcestershire

Worcestershire County Council

The Community Lottery Fund



Having a Voice

SpeakEasy N.O.W. has been successful in getting another contract with Worcestershire County Council.

This means we will continue to work with the Council to make sure that people with a learning disability are involved in co-producing services in Worcestershire.

We will be able to involve more people with a learning disability in the work of our Expert Members. This will include carrying out quality review visits to local services.



Worcestershire's Learning Disability Partnership Board

Our Expert Members attend and Co-Chair meetings of Worcestershire's Learning Disability Partnership Board and its subgroups.

The Partnership Board works together to deliver Worcestershire's Learning Disability Strategy. In May Expert Members helped to present the Strategy to Worcestershire's Health and Wellbeing Board.





In February we had the first joint meeting of Herefordshire and Worcestershire's Learning Disability Partnership Boards. The meeting was about health, which is a top priority for both counties.

We have attended local meetings and events to tell people about SpeakEasy N.O.W. and speak to people with a learning disability. We also took members to the national Positive Voices conference in Birmingham, in October.



Building Together

Our members attended workshops in July to help develop Worcestershire's County Council's new Adult Social Care Strategy.

This is part of the Council's commitment to co-production. This means working together with the people who are using services.

Celebrating Social Care Workshop



Members ran a workshop for Social Care staff at Worcestershire County Council in March for Celebrating Social Care Week.

The workshop was about speaking up and co-production. All new Social Care staff will now get a copy of our Top Tips as part of their induction.

Visit to Worcester Guildhall



In January some of our members visited the Guildhall in Worcester.

We were invited by the Mayor of Worcester, who had heard about the work of SpeakEasy N.O.W. and in particular People's Parliament.

Speaking Up

Our members have given their feedback about lots of different issues and services over the year.





We discuss issues, consultations and surveys at our SpeakUp groups, so that we can give a response on behalf of members and raise concerns with those responsible for running local services.

Guests came to Forum meetings to give our members information and ask for their feedback.

Including Worcestershire County Council's website design, Direct Payments and Social Care teams.





Herefordshire and Worcestershire Fire and Rescue Service talked about fire safety and how to arrange a home safety visit.



Healthwatch Worcestershire asked about information on staying healthy and emotional wellbeing.



West Midlands Self Advocacy Network presented their report on Banking. This included how to access online banking safely and avoid online scams.

Worcestershire People's Parliament

People's Parliament



Each year our People's Parliament team pick a topic that is important to people with a learning disability.

They have been looking at how becoming more independent can increase risk.

People's Parliament talked to lots of people about their experiences and wrote a report about their findings.

They felt that it is really important that people with a learning disability and their carers and support workers have information about how they can help manage risk.

They organised an information and advice event in November to enable people with a learning disability and carers to talk with a variety of professionals and organisations.







Nearly 100 people came to the event at Perdiswell Young People's Leisure Club in Worcester, on 14th November.

Lots of organisations attended, including the Police, Fire Service, Victim Support, Our Way Safe Places, Social Care, Employment Service and NHS Teams including Sexual Health and Dietetics.

Health Checkers



Our Health Checkers work with the NHS. They make sure that people with a learning disability in Herefordshire and Worcestershire are involved in reviewing and improving local health and care services.



They hold regular meetings and attend other meetings and events. Giving reports about their work and saying what people with a learning disability think about services.

Over the last year this has included work with Community Learning Disability Teams, Mental Health Services, Primary Care Networks and Hospitals.They have also worked with Inclusion North, Channel 3 Consulting, Taurus Healthcare, Healthwatch Herefordshire and Healthwatch Worcestershire.

Some of the issues our groups have been discussing



Hate Crime and staying safe



Reasonable adjustments in health services



Bus passes and public transport



Mental health self-help strategies



Relationships



UK government and elections



Our SpeakUp groups have had visits from West Mercia Police, Social Prescribers, Friends of Malvern Priory, Droitwich Lions and Waitrose Community Champions.

In June, we celebrated Learning Disability Awareness Week. We ran a social media campaign to celebrate our members and bust some myths about learning disability.

In December Reddi-to-Talk took part in the Christmas Tree Festival at St Stephen's Church where they hold their meetings.



SpeakUp and Connect



Our Community Lottery Funding has enabled us to continue to increase the number of people with a learning disability that we meet with and involve in our work.

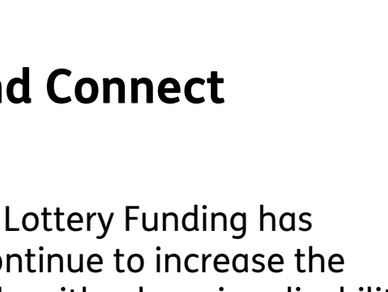
This year we continued to run our monthly SpeakUp groups

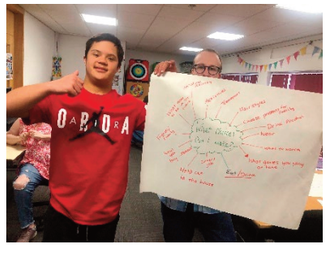
- Malvern Comet Group
- Speakers Corner in Droitwich
- Reddi-to-Talk in Redditch
- Severn Source in Worcester



We have also run regular pop-up groups at:

- Choices in Evesham
- Wildgoose in Hallow
- Reach in Bewdley
- Branches in Malvern
- Odell in Kidderminster
- Amber and Amber Urban in Bromsgrove
- Where Next in Redditch
- Ninevah Ridge Care Farm near Kidderminster





We have started running group sessions at HOW College in Redditch and Worcester. This means we are hearing from more young people and talking to them about the importance of speaking up.



Health Checkers Dental Review

Last year the Health Checkers carried out a review of dental services. They talked to people about experiences of going to the dentist and looking after their teeth.

They visited community dental services and asked dentists about how they support people with a learning disability.



Health Checkers wrote a report about their findings and what they think needs to happen to improve dental services and oral health for people with a learning disability.



Vaccinations

Health Checkers carried out a survey about vaccinations and wrote a report. This included what would help to encourage more people to have flu and Covid-19 vaccinations.

Health Checkers take part in NHS Herefordshire and Worcestershire meetings, these include:





- Learning Disability and Autism Programme Board
- Tackling Health Inequalities Board
- Healthy Lifestyles Priority Action Group
- Annual Health Check Priority Action Group
- LeDeR Learning into Action



Health Checkers have worked with Inclusion North to deliver workshops about ReSPECT forms and planning what you want to happen in an emergency.

They have made films with Taurus Healthcare and Healthwatch Herefordshire about Annual Health Checks and Vaccinations.





Health Checkers have helped with recruitment for the new Senior Programme Lead for Learning Disability and Autism, in Herefordshire and Worcestershire.

What the Health Checkers say

"It's good to help people with a learning disability have their voices heard."

"We all help each other to understand things and to be listened to."

"It's good that people are interested in what I think about things. It makes me feel I'm doing something important."

"I like the way we work as a team. We all support each other."



Oliver McGowan Mandatory Training on Learning Disability and Autism

We are working with NHS Herefordshire and Worcestershire to deliver the Oliver McGowan Mandatory Training to health and social care staff across Herefordshire and Worcestershire.



Our Co-Trainers Rachel, Sam, Dan and Tracy have all completed their training. They have been working with the Lead Trainers and Autistic Co-Trainers, to deliver training online and face-to-face.

They have had great feedback about the importance of hearing directly from people with lived experience.

"Course leaders were excellent. Very informative about their learning disability and how to communicate effectively."

NHS Experts by Experience



We arrange for Experts by Experience to attend Care, Education and Treatment Reviews (CETRs) for people who have to be admitted into hospital or are at risk of being admitted to hospital, due to their mental health.

In the last year we have helped to develop and deliver training to health and care staff about CETRs.

Speakeasy N.O.W **Trustees Report**

Profit & Loss By Activity **Date** **31/03/2024**

By Month

	Voices	Health Checkers Hereford	Health Checkers Worcester	Easy Read	Speak Up	Speak Up Brought Forward	Regional & National Events	Service Review	CETR Hub	OMMT	NHS H&W Keyworkers	Interest Received	Total
Income	4,000	2,158	3,904	1,090	6,912	842	-	625	17,495	33,257	5,389	738	76,411
Expenditure													
Gross Wages	3,074	1,832	4,218	57	7,194	337	-	-	1,416	5,042	(9)		23,161
Employers NIC	(879)	(314)	(1,114)	(57)	(1,195)	(337)	-	-	(61)	(650)	9		(4,598)
Self Employed Costs	-	-	-	-	-	-	-	-	1,750	-	-		1,750
Office Costs	473	271	507	-	1,107	-	-	116	440	907	-		3,821
Staff Recruitment & Training	-	-	-	-	90	-	-	-	-	108	-		198
Travel	71	68	87	-	130	-	-	-	275	157	-		788
Meeting Refreshments & Room Hire	124	370	127	-	148	-	-	-	34	88	-		891
Support Costs & Activities	-	-	-	-	-	-	-	-	-	-	-		-
Interest Received	-	-	-	-	-	-	-	-	-	-	-		-
													-
Total Expenditure	2,864	2,226	3,826	-	7,474	-	-	116	3,854	5,652	-	-	26,012
Net Profit /(Loss)	1,136	(68)	78	1,090	(562)	842	-	509	13,642	27,605	5,389	738	50,399
NP %	**28%**	**0%**	**2%**	**100%**	**0%**	**100%**	**0%**	**81%**	**78%**	**83%**	**100%**	**100%**	**66%**

Year to Date

	Voices	Health Checkers Hereford	Health Checkers Worcester	Easy Read	Speak Up	Speak Up Brought Forward	Regional & National Events	Service Review	CETR Hub	OMMT	NHS H&W Keyworkers	Interest Received	Total
	£	£	£	£	£	£							£
Income	43,485	25,150	49,813	3,785	83,253	10,107	0	7,500	48,793	94,228	9,385	738	376,236
Expenditure													
Gross Wages	25,437	18,056	35,666	3,561	55,617	9,716	-	-	6,615	40,361	1,109		196,139
Employers NIC	189	132	263	60	826	5	-	-	116	658	23		2,272
Self Employed Costs	-	-	280	-	-	-	-	-	8,701	-	959		9,940
Office Costs	3,720	2,419	4,739	-	9,127	(342)	-	1,375	2,550	9,210	467		33,266
Staff Recruitment & Training	69	53	104	-	594	-	-	-	35	998	10		1,864
Travel	1,147	859	896	-	1,030	-	-	252	859	1,607	3		6,652
Meeting Refreshments & Room Hire	1,387	1,139	1,192	-	708	-	-	-	268	2,202	99		6,995
Support Costs & Activities	43	23	43	-	108	-	-	1,905	-	70	-		2,190
Interest Received	-	-	-	-	-	-	-	-	-	-	-		-
													-
Total Expenditure	31,992	22,681	43,183	3,621	68,010	9,379	-	3,533	19,144	55,106	2,671	-	259,319
Net Profit /(Loss)	11,493	2,469	6,629	164	15,243	728	0	3,967	29,649	39,122	6,715	738	116,918
NP %	**26%**	**10%**	**13%**	**4%**	**18%**	**7%**	**100%**	**53%**	**61%**	**42%**	**72%**	**100%**	**31%**

Charity registration number 1106914

SPEAKEASY NOW

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

SPEAKEASY NOW

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	J M De Sousa	
	R Gallier	
	J M Wyatt	
	J E Stanley	(Appointed 23 October 2023)
	L Hancock	
	S Jobling	(Appointed 28 November 2023)
Charity number	1106914	
Principal address	St Richards House 22 Victoria Square Droitwich Worcestershire WR9 8DS	
Independent examiner	Ormerod Rutter Limited The Oakley Kidderminster Road Droitwich Worcestershire WR9 9AY	
Bankers	NatWest Bank Plc 1 The Cross Worcester Worcestershire WR1 3PR	

SPEAKEASY NOW

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Statement of financial activities	5
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SPEAKEASY NOW

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2024

The Trustees present their annual report and financial statements for the year ended 31 March 2024.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the Charity's governing document, the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

Objectives and activities

The Charity's objectives are as follows:
i) The relief of people with learning disabilities, in particular by developing their skills in self-advocacy and self-representation;
ii) The advancement of education amongst people with learning disabilities and amongst professionals and others with an interest in the welfare of people with learning disabilities;
iii) The advancement of the education of the public in matters pertaining to learning disability issues.

Public benefit

The Trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the Charity should undertake.

The Charity's network of SpeakUp groups remains at the heart of what they do. Focus is on enabling people to gain confidence and speak up about what matters to them.
The Charity works with organisations, including Worcestershire County Council and the NHS, to make sure there is inclusivity for people with a learning disability, in delivering and improving local services.

Achievements and performance

Significant activities and achievements against objectives

During the year the Charity celebrated its 20th birthday; SpeakEasy N.O.W. was founded in 2003 to ensure that people that had a learning disability in Worcestershire, had a voice.

The Charity's principle achievement over the past year has been the resource invested into their Easy Read project; creating standards to make information more accessible. This has included creating Easy Read information for other organisations, influencing the policy of other organisations and providing training for organisations.

The Charity continued to progress with their other ongoing projects and activities in order to help those with a learning disability have their voices heard.

Financial review

The Charity continues to receive funding from their principle funding sources:
i) NHS Herefordshire and Worcestershire
ii) Worcestershire County Council
iii) The Community Lottery Fund

Reserves policy

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

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

Structure, governance and management

The Charity is a Charitable Incorporated organisation and is governed by its constitution adopted on: 8th March 2004, (reg. by Charity Commission 22 November 2004); as amended on 23rd October 2023.
A copy of the constitution is available from the Charity on request.

The Trustees who served during the year and up to the date of signature of the financial statements were:

J M De Sousa	
R Gallier	
J M Wyatt	
J E Stanley	(Appointed 23 October 2023)
L Hancock	
S Jobling	(Appointed 28 November 2023)

Recruitment and appointment of trustees

The Board of Trustees are authorised to appoint new trustees to fill vacancies arising under Section 10 (E) of constitution by co-opting new trustees onto the board.
None of the Trustees has any beneficial interest in the company. All of the Trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

Organisational structure

The day to day management is delegated by the Trustees to the Chief Executive Officer. Policy and strategic decisions are made by the Board of Trustees at regular meetings.

Induction and training of trustees

New trustees are instructed by the Chief Executive Officer and existing Trustees as to their duties and responsibilities and develop their knowledge of the Charity through Trustee meetings and involvement in the Charity's activities.

Statement of Trustees' responsibilities

The Trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the incoming resources and application of resources of the Charity for that year.

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

- select suitable accounting policies and then apply them consistently;

- observe the methods and principles in the Charities SORP;

- make judgements and estimates that are reasonable and prudent;

- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and

- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

.....
J M De Sousa
Trustee

.....
R Gallier
Trustee

Date: 24/07/24

SPEAKEASY NOW

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF SPEAKEASY NOW

I report to the Trustees on my examination of the financial statements of Speakeasy NOW (the Charity) for the year ended 31 March 2024.

Responsibilities and basis of report

As the Trustees of the Charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 (the 2011 Act).

I report in respect of my examination of the Charity's financial statements carried out under section 145 of the 2011 Act. In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the Charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

Your attention is drawn to the fact that the charity has prepared financial statements in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

I understand that this has been done in order for financial statements to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1 accounting records were not kept in respect of the Charity as required by section 130 of the 2011 Act; or
2 the financial statements do not accord with those records; or
3 the financial statements do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.

Colm McGrory FCA

The Oakley
Kidderminster Road
Droitwich
Worcestershire
WR9 9AY

Dated: .....

SPEAKEASY NOW

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2024

	Notes	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Income and endowments from:							
Donations and legacies	2	8,055	361,852	369,907	14,216	225,412	239,628
Investments	3	738	-	738	-	-	-
Other income	4	3,230	2,361	5,591	-	-	-
Total income		12,023	364,213	376,236	14,216	225,412	239,628
Expenditure on:							
Raising funds	5	390	-	390	321	-	321
Charitable activities	6	13,574	245,355	258,929	6,887	195,231	202,118
Total expenditure		13,964	245,355	259,319	7,208	195,231	202,439
Net income/(expenditure) and movement in funds		(1,941)	118,858	116,917	7,008	30,181	37,189
Reconciliation of funds:							
Fund balances at 1 April 2023		22,504	162,280	184,784	15,496	132,099	147,595
Fund balances at 31 March 2024		20,563	281,138	301,701	22,504	162,280	184,784

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

SPEAKEASY NOW

BALANCE SHEET

AS AT 31 MARCH 2024

	Notes	2024 £	2024 £	2023 £	2023 £
Fixed assets					
Tangible assets	**12**		7,349		2,163
Current assets					
Debtors	**13**	7,024		54,783	
Cash at bank and in hand		290,944		261,703	
		297,968		316,486	
Creditors: amounts falling due within one year	**14**	(3,616)		(133,865)	
Net current assets			294,352		182,621
Total assets less current liabilities			301,701		184,784
Net assets excluding pension liability			301,701		184,784
The funds of the Charity					
Restricted income funds	**17**		281,138		162,280
Unrestricted funds			20,563		22,504
			301,701		184,784

The financial statements were approved by the Trustees on .....

.....
J M De Sousa
Trustee

.....
R Gallier
Trustee

1 Accounting policies

Charity information

Speakeasy NOW is a registered charity no. 1106914. The principle address is St. Richards House, 22 Victoria Square, Droitwich, WR9 8DS.

1.1 Accounting convention

The financial statements have been prepared in accordance with the Charity's [governing document], the Charities Act 2011, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The Charity is a Public Benefit Entity as defined by FRS 102.

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

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

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

1.2 Going concern

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

1.3 Charitable funds

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

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

1.4 Income

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

Cash donations are recognised on receipt. Other donations are recognised once the Charity has been notified of the donation, unless performance conditions require deferral of the amount.

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

1 Accounting policies **(Continued)**

1.5 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 are allocated on the portion of the asset's use.

1.6 Tangible fixed assets

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

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

Fixtures and fittings	25% on cost
Computers	25% on cost

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

1.7 Impairment of fixed assets

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

1.8 Cash and cash equivalents

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

1.9 Financial instruments

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

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

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

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

1 Accounting policies **(Continued)**

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the Charity's contractual obligations expire or are discharged or cancelled.

1.10 Taxation

The charity is exempt from tax on its charitable activities.

1.11 Retirement benefits

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

2 Income from donations and legacies

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Donations and gifts	500	515	1,015	-	-	-
Grants receivable	7,555	361,337	368,892	14,216	225,412	239,628
	8,055	361,852	369,907	14,216	225,412	239,628

3 Income from investments

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Bank interest receivable	738	-

4 Other income

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Translation services	3,190	725	3,915	-	-	-
Other services	40	1,636	1,676	-	-	-
	3,230	2,361	5,591	-	-	-

5 Expenditure on raising funds

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Fundraising and publicity		
Advertising	390	321

6 Expenditure on charitable activities

	Charitable expenditure 2024 £	Charitable expenditure 2023 £
Direct costs		
Staff costs	198,411	157,815
Depreciation and impairment	609	255
Office rental and costs	11,554	6,116
Travel costs	6,652	3,214
Sundry expenses	8,954	18,666
Conference and meeting costs	4,323	4,731
Sub-contractor costs	12,612	5,766
Insurances	1,218	-
Telephone	7,786	-
	252,119	196,563
Share of support and governance costs (see note 7)		
Support	6,810	5,555
	258,929	202,118
Analysis by fund		
Unrestricted funds	13,574	6,887
Restricted funds	245,355	195,231
	258,929	202,118

7 Support costs allocated to activities

	2024 £	2023 £
Governance costs	6,810	5,555
Analysed between:		
Charitable expenditure	6,810	5,555

Governance costs consist of accountancy and bookkeeping fees of £6,810.

8 Net movement in funds

	2024 £	2023 £
The net movement in funds is stated after charging/(crediting):		
Depreciation of owned tangible fixed assets	609	255

9 Trustees

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

10 Employees

The average monthly number of employees during the year was:

	2024 Number	2023 Number
	7	8

Employment costs	2024 £	2023 £
Wages and salaries	196,139	156,157
Other pension costs	2,272	1,658
	198,411	157,815

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

Remuneration of key management personnel

The remuneration of key management personnel was as follows:

	2024 £	2023 £
Total remuneration	29,251	-

11 Taxation

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

12 Tangible fixed assets

	Fixtures and fittings	Computers	Total
	£	£	£
Cost			
At 1 April 2023	-	9,426	9,426
Additions	5,795	-	5,795
At 31 March 2024	5,795	9,426	15,221
Depreciation and impairment			
At 1 April 2023	-	7,263	7,263
Depreciation charged in the year	-	609	609
At 31 March 2024	-	7,872	7,872
Carrying amount			
At 31 March 2024	5,795	1,554	7,349
At 31 March 2023	-	2,163	2,163

13 Debtors

	2024	2023
Amounts falling due within one year:	£	£
Trade debtors	6,404	-
Other debtors	-	54,018
Prepayments and accrued income	620	765
	7,024	54,783

14 Creditors: amounts falling due within one year

	Notes	2024	2023
		£	£
Deferred grant income	15	-	132,266
Trade creditors		2,536	-
Accruals and deferred income		1,080	1,599
		3,616	133,865

15 Grants and deferred income

Deferred income is included in the financial statements as follows:

	2024	2023
	£	£
Deferred income is included within:		
Current liabilities	-	132,266
Movements in the year:		
Deferred income at 1 April 2023	132,266	18,131
Released from previous periods	(132,266)	(234,608)
Resources deferred in the year	-	348,743
Deferred income at 31 March 2024	-	132,266

16 Retirement benefit schemes

Defined contribution schemes	2024 £	2023 £
Charge to profit or loss in respect of defined contribution schemes	2,272	1,658

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

17 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 April 2023	Incoming resources	Resources expended	At 31 March 2024
	£	£	£	£
Health Checker - Hereford	7,861	25,150	(22,124)	10,887
Health Checker - Worcester	79,861	49,812	(42,098)	87,575
Keyworkers	4,547	9,385	(2,554)	11,378
Voices	3,307	43,485	(31,271)	15,521
NHSE Experts	19,617	48,793	(18,573)	49,837
SpeakUp	47,087	93,360	(75,542)	64,905
OMMT	-	94,228	(53,193)	41,035
	162,280	364,213	(245,355)	281,138

17 Restricted funds **(Continued)**

Previous year:	At 1 April 2022 £	Incoming resources £	Resources expended £	At 31 March 2023 £
Health Checker - Hereford	-	25,000	(17,139)	7,861
Health Checker - Worcester	74,663	50,786	(45,588)	79,861
Keyworkers	-	5,595	(1,048)	4,547
Voices	743	37,208	(34,644)	3,307
NHSE Experts	17,641	9,405	(7,429)	19,617
Speak Up	39,052	92,279	(84,244)	47,087
OMMT	-	5,139	(5,139)	-
	132,099	225,412	(195,231)	162,280

SpeakUp - fund for the delivery of engagement work, support to SpeakUp groups, support for the creation of accessible information.

NHSE Experts - fund for the support of Care, Education and Treatment reviews to prevent admission to secure hospitals and supporting those who are at risk of admission.

Health Checker Worcestershire & Herefordshire - funding for the Health Checkers Team to support the tackling of health inequalities for people with a learning disability.

Voices - fund to support people with learning disabilities and to contribute to the co-production of services in Worcestershire.

Keyworkers - fund to support the recruitment of keyworker staff for the NHS.

OMMT - fund to support the delivery of 'Oliver McGowan Mandatory Training' to health and social care staff across Herefordshire and Worcestershire.

18 Unrestricted funds

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

	At 1 April 2023 £	Incoming resources £	Resources expended £	At 31 March 2024 £
General funds	22,504	12,023	(13,964)	20,563

Previous year:	At 1 April 2022 £	Incoming resources £	Resources expended £	At 31 March 2023 £
General funds	15,496	14,216	(7,208)	22,504

19 Analysis of net assets between funds

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
At 31 March 2024:			
Tangible assets	5,796	1,553	7,349
Current assets/(liabilities)	14,767	279,585	294,352
	20,563	281,138	301,701

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
At 31 March 2023:			
Tangible assets	-	2,163	2,163
Current assets/(liabilities)	22,504	160,117	182,621
	22,504	162,280	184,784

20 Related party transactions

There were no disclosable related party transactions during the year (2023 - none).

SPEAKEASY NOW

England & Wales - Charity number 1106914

Accounts

SpeakEasy N.O.W.

Annual Report







April 2022 to March 2023

www.speakeasynow.org.uk

Easy read version by SpeakEasy N.O.W. using Photosymbols

About SpeakEasy N.O.W.



For the last 20 years SpeakEasy N.O.W. has been enabling people with learning disabilities to speak up for themselves.

We are led **by** people with learning disabilities **for** people with learning disabilities.



We run SpeakUp groups and visit other organisations to run pop-up groups across Worcestershire.



We run projects which help make sure that health, social care and local government services, meet the needs of people with learning disabilities.

We also provide learning disability awareness training and an Easy Read translation service to make information more accessible.



Our Funding

Between April 2022 and March 2023, we received money to do our work from:

NHS Herefordshire and Worcestershire

Worcestershire County Council

The Community Lottery Fund

Worcestershire's Learning Disability Strategy
2023 to 2028



Our members have helped to develop a new Learning Disability Strategy (or plan) for Worcestershire.

We have talked to lots of people to see what is important to them, what needs to change and what should be included in the strategy.





Commissioners from Worcestershire County Council came to our Forum Meetings to get our feedback about what should be in the strategy, how it should be written and what it should look like.

The strategy has been developed by Worcestershire's Learning Disability Partnership Board.

We support people with a learning disability, our Expert Members, to be part of the Partnership Board and its sub groups.



All meetings are co-chaired by an Expert Member. Expert Members make sure important issues are raised at meetings and people with a learning disability are involved with all of the work of the Partnership Board.

People's Parliament



Each year our People's Parliament team pick a topic that is important to people with a learning disability.

This year they have been looking at mental health.



People's Parliament talked to lots of people about their experiences of mental health and getting support.

No Health without Mental Health!



They wrote a report 'No Health Without Mental Health' and held a workshop for people with a learning disability.



They met with health services to talk about the things that need to change so that people with learning disabilities can get better help and support for mental health.

This includes making sure support services understand learning disability and that people know how they can look after their own mental health.





Health Checkers

Our Health Checkers make sure that people with a learning disability are involved in reviewing and improving local health services.

All the work we do with the NHS now covers Herefordshire as well as Worcestershire.

We now have a team of Herefordshire Health Checkers and a Project Officer and Project Assistant for Herefordshire too.



Over the last year the Health Checkers have been involved with work about:



Dentists – talking to people about going to the Dentist and looking after their teeth



Mental Capacity – making a film and holding an online session about decision making



Healthy Bowels – helping to run an event and raise awareness of Healthy Poo Healthy You



LeDeR – Learning from the lives and deaths of people with learning disability and Autism



Having **Annual Health Checks**



Rachel, our Health Checkers Assistant, gives a report to every meeting of the Learning Disability and Autism Tackling Health Inequalities Board.



As part of our work with the NHS we arrange for Experts by Experience to attend Care, Education and Treatment Reviews for people who have to be admitted into hospital.



We have also been working with the NHS Complex Needs Team on their new Key Worker Project for young people. Experts by Experience have been involved with recruiting staff, giving feedback about information and attending project and coproduction meetings.

SpeakUp and Connect

Our Community Lottery Funding has enabled us to increase the number of people with a learning disability that hear about and get involved with our work.





In September our two Connectors Hayley and Frazer started working on the project.

As well as our SpeakUp groups in Malvern, Droitwich, Redditch and Worcester, we are now visiting day services across Worcestershire to run pop up groups.





We have also been able to go to more meetings and events to tell people what we do.

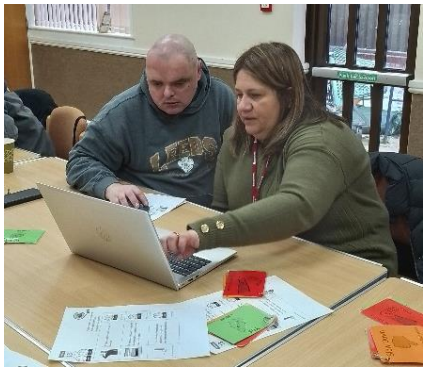
We have started visiting colleges to run sessions with students.

Having Our Say

Our members have given their feedback about lots of different issues and services over the year.

This includes people visiting our Forum and other meetings to ask for feedback.



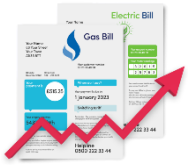


Members have taken part in sessions with Worcestershire County Council's web design team. Helping to test out their new website and giving feedback about what would make it easier to use for people with a learning disability.

We also discuss issues, consultations and surveys at our SpeakUp groups, so that we can give a response on behalf of members and raise concerns with those responsible for running services.



Some important issues for discussion this year have been:



Concerns about the increase to the cost of living



Reasonable adjustments within health services



Annual Health Checks



Understanding Direct Payments



Mental Health



Dentists and oral hygiene

The groups have also been discussing self-advocacy and what this means.

After lots of discussions and a vote, we have changed the name of our groups from self-advocacy groups to SpeakUp groups.

Everyone thinks this will help people to understand what the groups are for.



Oliver McGowan Mandatory Training in Learning Disability and Autism



Oliver McGowan Mandatory Training is the new training about learning disability and Autism that all health and social care staff will have to do.



SpeakEasy N.O.W. are supporting Co-Trainers with a learning disability to help deliver this training across Herefordshire and Worcestershire. Our Co-Trainers have been attending training and workshops to learn more about Oliver's story and how to deliver the training.

West Midlands Self Advocacy Network

West Midlands Self Advocacy Network
One Group, Many Voices



Ruby has been working as our Link Worker to the West Midlands Self Advocacy Network since 2020.

Last year she was given a Personal Development Award by the Network for the work she has done to improve her reading.

The Network have been working on a project on Hate and Mate Crime. They presented their report and findings to the Police at their Network conference.

Learning Disability Awareness Training



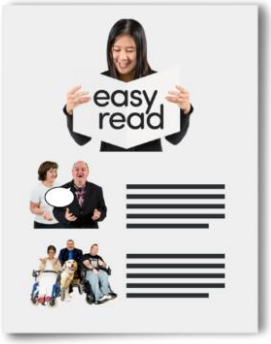
We have been working with Worcestershire Museums to deliver learning disability awareness training to staff at County Museum, Hartlebury Castle and the Commandery, Worcester.

"Hearing from the Experts was very useful and insightful – they did a great job!"

"It was good to speak to people with learning disabilities, that made our training special and different."

"Very good session, we are already thinking about ways to improve our information for people visiting our Museum."





Easy Read

SpeakEasy N.O.W. has an Easy Read translation service. This is used by local and national organisations.

In the last year some of the documents we have translated into Easy Read include: tenancy agreements for Platform Housing, leaflets for Public Health and Onside Advocacy, information and surveys for the NHS, information about Direct Payments and reports, surveys, strategies and care plans for Worcestershire County Council.

Get involved!

There are lots of ways to get involved with SpeakEasy N.O.W.



Join our mailing list

To get regular newsletters and email updates about our work and upcoming events.



Become a member

To find out about your local SpeakUp group, our Forum meetings and other meetings and events you could attend. We are a member led organisation – being a member means you can vote in our elections and stand to be on the Management Committee.



Work on our projects

We are often looking for people with a learning disability to get involved with our projects. These include Health Checkers, People's Parliament, Expert Members and Oliver McGowan Co-Trainers. People receive payments for their involvement.



Become a Trustee

We are looking for people with a learning disability and without a learning disability to join our Board of Trustees.



Contact us for more information

mail@speakeasynow.org.uk

01905 774247



Charity number 1106914

SPEAKEASY N.O.W.

REPORT AND FINANCIAL STATEMENTS

YEAR ENDED: 31ST MARCH 2023

Registered Charity No. 1106914

SPEAKEASY N.O.W.

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LEGAL AND ADMINISTRATIVE INFORMATION

Charity Name and Number

Speakeasy N.O.W: Registered Charity No. 1106914

Trustees

R. Gallier - Co chair
J. DeSouza - Co chair
M. Ahmed - rep from Management Committee
D. Hope - (Deceased)
L. Hancock
J. Wyatt

Principal Office

St. Richards House
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WR9 8DS

Independent Examiner

Ken Strange FCCA, 2A Gurneys Lane, Droitwich, WR9 8EL

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST MARCH 2023

The trustees present their report along with the financial statements of the charity for the year ended 31st March 2023. The financial statements have been prepared in accordance with the accounting policies set out on page 6 and comply with the charity's trust deed and applicable law.

Constitution, Objectives and Achievements

The charity is governed by a constitution. It exists to assist people in Worcestershire with learning disabilities develop their skills in self advocacy and self representation.

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Health Checkers now have a team of Herefordshire Health Checkers and we have a Project Officer and Project Assistant working in Herefordshire.
We have also been working with the NHS Complex Needs Team on their new Key Worker Project for young people. Experts by Experience have been involved with recruiting staff, giving feedback about information and attending project and co-production meetings.
Our Community Lottery Funding has enabled us to increase the number of people with a learning disability that hear about and get involved with our work.
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Governance

The trustees who have served during the year are listed on page 1. Trustees are elected each year by and from the membership at the Annual General Meeting.

The charity has both job descriptions and person specifications for its trustees and an information pack which is used as an induction tool for new trustees. This induction is undertaken by the Manager and the Chair.

Trustees' responsibilities in relation to the financial statements

Law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the charity's financial activities during the year and of its financial position at the end of the year. In preparing those financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;

- make judgements and estimates that are reasonable and prudent;

- state whether applicable accounting standards and statements of recommended practice have been followed subject to any departures disclosed and explained in the financial statements;

- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

(cont.)

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST MARCH 2023

The trustees are responsible for keeping accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 1993. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the trustees and signed on their behalf by:

R. Gallier, Co Chair

J. DeSouza, Co-Chair

INDEPENDENT EXAMINER REPORT
TO THE TRUSTEES OF SPEAKEASY N.O.W.

I have examined the financial statements for the year ended 31st March 2023 on pages 5 to 9 which have been prepared under the accounting policies set out on page 6.

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year (under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

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

My examination was carried out in accordance with General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the accounts.

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

(1) which gives me reasonable cause to believe that in any material respect the requirements:

- to keep accounting records in accordance with section 130 of the 2011 Act; and
- to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 Act

have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

K.L. Strange FCCA
2A Gurneys Lane
Droitwich
Worcs. WR9 8EL

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31ST MARCH 2023

	Notes	Unrestricted Funds	Restricted Funds	Total 2023	Total 2022
		£	£	£	£
Incoming resources					
Grants		14,215	225,413	239,628	203,866
Investment income	(2)	-	-	-	-
		14,215	225,413	239,628	203,866
Resources expended					
Charitable expenditure:					
Management and administration	(3)	(7,206)	(195,233)	(202,439)	(147,090)
Net incoming resources		7,009	30,180	37,189	56,776
Net movement in funds					
Balance at 1st April 2022		15,496	132,099	147,595	90,818
Reallocate		-	-	-	-
Balance at 31st March 2023		22,505	162,279	184,784	147,595

BALANCE SHEET AS AT 31ST MARCH 2023

	Notes	Unrestricted Funds	Restricted Funds	Total 2023	Total 2022
		£	£	£	£
Fixed assets					
Tangible assets	(5)	-	2,163	2,163	87
Current assets					
Cash at bank and in hand		23,339	238,364	261,703	158,207
Deposit		-	-	-	-
Debtors	(6)	765	54,018	54,783	13,072
Creditors: amounts falling due within one year	(7)	(1,599)	(132,266)	(133,865)	(23,771)
Total net assets		22,505	162,279	184,784	147,595
Funds		22,505	162,279	184,784	147,595

Approved by the trustees on 23rd Oct 23 and signed on its behalf by:

R. Gallier, Co Chair

J. DeSouza, Co-Chair

NOTES FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2023

1. Principal accounting policies

(i) Accounting convention

The financial statements are prepared under the historical cost convention and in accordance with FRS105 the Financial Reporting Standard applicable to Micro-entities; Accounting and Reporting by Charities - Statement of Recommended Practice (SORP 2005) and with Charities Act 2011.

(ii) Resources expended

Expenditure included on an accruals basis. Irrecoverable VAT is charged to the financial statements as incurred.

(iii) Grants and donations are only included in the financial statements when the charity has unconditional entitlement to the resources.

(iv) Investment income is included in the financial statements when receivable.

(v) All general assets costing more than £ 500 are capitalised. Depreciation on furniture and equipment is charged on a straight line basis at 25%.

(vi) Fund Accounting

Taxation
The Charity is exempt from tax on its charitable activities.

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature of each fund is included in the notes to the financial statements.

2. Investment income

	2023 £	2022 £
Interest on cash deposits	-	-
	-	-

NOTES FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2023

3. Management and administration

	2023 £	2022 £
Staff costs	157,815	108,450
Office rental and costs	6,116	5,546
Sub-Contract/Professional Fees	5,766	3,517
Accountancy	400	400
Bad debt	-	-
Travelling	3,214	1,037
Sundry expenses	18,666	14,676
Depreciation	255	598
Conference/Meeting	4,731	2,354
Book-keeping	5,155	1,980
Advertising/Website	321	8,532
	202,439	147,090

4. Staff costs and trustees' remuneration

	2023 £	2022 £
Salaries	156,157	107,399
Pension	1,658	1,051
	157,815	108,450
The average weekly number of employees during the year, calculated on a full time equivalent basis, was:	8	5

No employee received remuneration amounting to more than £50,000 in either year.

Trustees received no remuneration (2022 - £Nil) and were not reimbursed for any of their expenses in the year (2022 - £Nil).

NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST MARCH 2023

5. Tangible fixed assets

	Furniture and equipment £
Cost	
At 1st April 2022	7,095
Additions	2,331
At 31st March 2023	9,426
Depreciation	
At 1st April 2022	7,008
Charge for the year	255
At 31st March 2023	7,263
Net book value	
At 31st March 2023	2,163
At 31st March 2022	87

6. Debtors

	2023 £	2022 £
Grant	54,018	10,710
Prepayment	765	2,362
	54,783	13,072

7. Creditors: Amounts falling due within one year

	2023 £	2022 £
Deferred income	132,266	18,131
Other creditors	1,599	5,640
	133,865	23,771

SPEAKEASY N.O.W. Appendix 1

INCOME AND EXPENDITURE STATEMENT

For the year ended 31st March 2023

	£	£	£
Health Checker			
Grant/Income		50,787	
Less: Costs			
Salary	35,820		
Rent	1,286		
Travel	1,024		
Other	7,458		
		45,588	
			5,199
Community Voices			
Grant		37,208	
Less: Costs			
Salary and Sub-Contract	28,542		
Rent	792		
Travel	1,049		
Other	4,263		
		34,646	
			2,562
Easy Read			
Grant		9,215	
Less: Costs			
Wages and Sub-Contract	3,218		
Travel	216		
Rent	-		
Other	297		
		3,731	
			5,484
NHSE Exports			
Grant		9,405	
Salary and Sub-Contract	5,008		
Rent	148		
Other	2,273		
		7,429	
			1,976
Speak Up			
Grant		92,279	
Salary and Sub-Contract	71,633		
Rent	2,128		
Other	10,483		
		84,244	
			8,035
c/f			23,256

SPEAKEASY N.O.W. Appendix 1

INCOME AND EXPENDITURE STATEMENT

For the year ended 31st March 2023

	£	£	£
b/f			23,256
Service Review			
Grant/Income		2,500	
Less: Costs			
Salary	321		
Rent	-		
Travel	-		
Other	1,427		
		1,748	
			752
OMMT			
Grant		5,139	
Less: Costs			
Salary and Sub-Contract	3,257		
Rent	-		
Travel	147		
Other	1,735		
		5,139	
			-
Keyworker			
Grant		5,595	
Less: Costs			
Salary & Subcontract	1,048		
		1,048	
			4,547
Health Checker Hereford			
Grant/Income		25,000	
Less: Costs			
Salary	12,728		
Rent	594		
Travel	229		
Other	3,588		
		17,139	
			7,861
Other			
Grant		2,500	
Less: Costs			
Salary & Subcontract			
Rent	10		
Travel	-		
Other	1,717		
		1,727	
			773
SURPLUS FOR YEAR			£ 37,189

RESERVES ANALYSIS 2023

DETAIL	PROJECT	TOTAL
Restricted Reserves		
Health Checker Hereford	25	7,861
Health Checker	24	79,861
Keyworker	26	4,547
Voices	80	3,307
NHSE Exports	170	19,617
Speak Up	150	47,087
		162,280
Unrestricted Reserves		
Core	999	(2,437)
Other	200	713
Easy Read	23	21,106
Service Review	160	3,122
		22,504
		£ 184,784

SPEAKEASY N.O.W.

REPORT AND FINANCIAL STATEMENTS

YEAR ENDED: 31ST MARCH 2023

Registered Charity No. 1106914

SPEAKEASY N.O.W.

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J. Wyatt

Principal Office

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Tangible assets	(5)	-	2,163	2,163	87
Current assets					
Cash at bank and in hand		23,339	238,364	261,703	158,207
Deposit		-	-	-	-
Debtors	(6)	765	54,018	54,783	13,072
Creditors: amounts falling due within one year	(7)	(1,599)	(132,266)	(133,865)	(23,771)
Total net assets		22,505	162,279	184,784	147,595
Funds		22,505	162,279	184,784	147,595

Approved by the trustees on 23rd Oct 23 and signed on its behalf by:

R. Gallier, Co Chair

J. DeSouza, Co-Chair

NOTES FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2023

1. Principal accounting policies

(i) Accounting convention

The financial statements are prepared under the historical cost convention and in accordance with FRS105 the Financial Reporting Standard applicable to Micro-entities; Accounting and Reporting by Charities - Statement of Recommended Practice (SORP 2005) and with Charities Act 2011.

(ii) Resources expended

Expenditure included on an accruals basis. Irrecoverable VAT is charged to the financial statements as incurred.

(iii) Grants and donations are only included in the financial statements when the charity has unconditional entitlement to the resources.

(iv) Investment income is included in the financial statements when receivable.

(v) All general assets costing more than £ 500 are capitalised. Depreciation on furniture and equipment is charged on a straight line basis at 25%.

(vi) Fund Accounting

Taxation
The Charity is exempt from tax on its charitable activities.

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature of each fund is included in the notes to the financial statements.

2. Investment income

	2023 £	2022 £
Interest on cash deposits	-	-
	-	-

NOTES FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2023

3. Management and administration

	2023 £	2022 £
Staff costs	157,815	108,450
Office rental and costs	6,116	5,546
Sub-Contract/Professional Fees	5,766	3,517
Accountancy	400	400
Bad debt	-	-
Travelling	3,214	1,037
Sundry expenses	18,666	14,676
Depreciation	255	598
Conference/Meeting	4,731	2,354
Book-keeping	5,155	1,980
Advertising/Website	321	8,532
	202,439	147,090

4. Staff costs and trustees' remuneration

	2023 £	2022 £
Salaries	156,157	107,399
Pension	1,658	1,051
	157,815	108,450
The average weekly number of employees during the year, calculated on a full time equivalent basis, was:	8	5

No employee received remuneration amounting to more than £50,000 in either year.

Trustees received no remuneration (2022 - £Nil) and were not reimbursed for any of their expenses in the year (2022 - £Nil).

NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST MARCH 2023

5. Tangible fixed assets

	Furniture and equipment £
Cost	
At 1st April 2022	7,095
Additions	2,331
At 31st March 2023	9,426
Depreciation	
At 1st April 2022	7,008
Charge for the year	255
At 31st March 2023	7,263
Net book value	
At 31st March 2023	2,163
At 31st March 2022	87

6. Debtors

	2023 £	2022 £
Grant	54,018	10,710
Prepayment	765	2,362
	54,783	13,072

7. Creditors: Amounts falling due within one year

	2023 £	2022 £
Deferred income	132,266	18,131
Other creditors	1,599	5,640
	133,865	23,771

SPEAKEASY N.O.W. Appendix 1

INCOME AND EXPENDITURE STATEMENT

For the year ended 31st March 2023

	£	£	£
Health Checker			
Grant/Income		50,787	
Less: Costs			
Salary	35,820		
Rent	1,286		
Travel	1,024		
Other	7,458		
		45,588	
			5,199
Community Voices			
Grant		37,208	
Less: Costs			
Salary and Sub-Contract	28,542		
Rent	792		
Travel	1,049		
Other	4,263		
		34,646	
			2,562
Easy Read			
Grant		9,215	
Less: Costs			
Wages and Sub-Contract	3,218		
Travel	216		
Rent	-		
Other	297		
		3,731	
			5,484
NHSE Exports			
Grant		9,405	
Salary and Sub-Contract	5,008		
Rent	148		
Other	2,273		
		7,429	
			1,976
Speak Up			
Grant		92,279	
Salary and Sub-Contract	71,633		
Rent	2,128		
Other	10,483		
		84,244	
			8,035
c/f			23,256

SPEAKEASY N.O.W. Appendix 1

INCOME AND EXPENDITURE STATEMENT

For the year ended 31st March 2023

	£	£	£
b/f			23,256
Service Review			
Grant/Income		2,500	
Less: Costs			
Salary	321		
Rent	-		
Travel	-		
Other	1,427		
		1,748	
			752
OMMT			
Grant		5,139	
Less: Costs			
Salary and Sub-Contract	3,257		
Rent	-		
Travel	147		
Other	1,735		
		5,139	
			-
Keyworker			
Grant		5,595	
Less: Costs			
Salary & Subcontract	1,048		
		1,048	
			4,547
Health Checker Hereford			
Grant/Income		25,000	
Less: Costs			
Salary	12,728		
Rent	594		
Travel	229		
Other	3,588		
		17,139	
			7,861
Other			
Grant		2,500	
Less: Costs			
Salary & Subcontract			
Rent	10		
Travel	-		
Other	1,717		
		1,727	
			773
SURPLUS FOR YEAR			£ 37,189

RESERVES ANALYSIS 2023

DETAIL	PROJECT	TOTAL
Restricted Reserves		
Health Checker Hereford	25	7,861
Health Checker	24	79,861
Keyworker	26	4,547
Voices	80	3,307
NHSE Exports	170	19,617
Speak Up	150	47,087
		162,280
Unrestricted Reserves		
Core	999	(2,437)
Other	200	713
Easy Read	23	21,106
Service Review	160	3,122
		22,504
		£ 184,784

SPEAKEASY NOW

England & Wales - Charity number 1106914

Accounts

SpeakEasy N.O.W.

Annual Report

April 2021 – March 2022



Easy read version by SpeakEasy N.O.W. using Photosymbols

www.speakeasynow.org.uk

Introduction

Although Covid-19 continued to provide some challenges, it has been a year of learning new ways of working and looking to the future. Members were pleased to be able to get back to having face to face meetings. They have been busy working on different projects and meeting with lots of people and local organisations to speak up about some important issues. Covid-19 has meant that members have learnt more about using technology and feel more confident doing things online. Nationally, Covid-19 highlighted the health inequalities faced by people with learning disabilities, making the work of our Health Checkers as important as ever.

Our People's Parliament gathered and reported the experiences of people with learning disabilities in Worcestershire during the pandemic.
They challenged the 'Covid excuse' and helped local services to see how they could make changes. At the beginning of this year we carried out a review of SpeakEasy N.O.W.'s services. We wanted to understand what is important to our members and others who we work with. We used this feedback to plan how we can continue to develop and grow.



Jacqui and Ray



Co-Chairs of SpeakEasy N.O.W. Board of Trustees



We would like to welcome Marihah, who was elected as the new Chair of the Management Committee in January. We look forward to working with Marihah and the rest of the Management Committee on our plan for the future of SpeakEasy N.O.W.

Chief Officer News

During April 2021 to March 2022, Sandra Hill, continued as our Chief Officer before retiring in July 2022. We all wish Sandra well and thank her for all her work and support during her nine years with SpeakEasy N.O.W.

We look forward to working with our new Chief Officer, Morag Edmondson, when she starts working with us in July 2022.

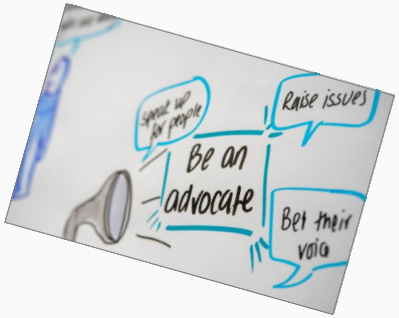


Our new project ‘SpeakUp and Connect’

In April 2021, we received funding from the Community Lottery to fund our new project SpeakUp and Connect.

The 4-year funding allows us to further develop our self-advocacy work and expand our engagement with other organisations.





Here are some of the things we have achieved:

* Setting up a monthly online self-advocacy group
* Making new links with day services and preparing to start face to face visits
* Creating the new logo for SpeakUp and Connect thanks to members Andy and Rachel
* Planning for the Worcester self-advocacy group Severn Source to restart in a new and more accessible venue
* Planning for the Redditch Group Reddi-to-Talk, to restart

Digital Lifeline Scheme

DIGITAL INCLUSION
Access, Explore, Interact



During 2021, Worcestershire Libraries led a scheme called ‘Digital Lifeline’ where 30 people, who have a learning disability, were given a tablet for their own use.

Digital Lifeline is a national project that was set up as an emergency response to help digitally excluded adults at increased risk of isolation due to Covid-19.

Ray, who is Co-chair of the Board of Trustees was part of this group. He now has a tablet and is able to use it to join online meetings and for his own personal use.



Health Checkers

Health Checkers have been working with health and social care professionals in co-production, making sure that people with learning disabilities have their say and are involved in local services.

We have worked hard to improve the quality of Annual Health Checks and make sure more people have them, especially young people.

We have promoted the need for reasonable adjustments at health care appointments.



We learnt that people with learning disabilities have died from constipation, because they didn't get the help they needed. So we have worked to promote Bowel Health awareness.

We were involved in planning an online event 'All about Poo!' in March 2022 and we have a market stall event planned for next year.

Health Checkers have worked closely with NHS Herefordshire and Worcestershire Complex Needs Team, helping to improve services and supporting at Care, Education and Treatment Reviews for people in learning disability and mental health hospitals, and, or in the community.



We have been working on plans to set up a hub so that trained Experts by Experience are available to support this important work.

As a result of the good work that Health Checkers have done, in the last 12 years, NHS Herefordshire and Worcestershire are looking to set up a Health Checkers team in Herefordshire.

We completed a mapping exercise for Herefordshire looking at where people with learning disabilities and autism meet up and the groups they may attend. We are very much looking forward to working in Herefordshire next year.

Worcestershire People's Parliament

Big changes in the way we work!

In 2021, we made big changes introducing our first workshop for people with learning disabilities across Worcestershire.

The workshop was about Covid-19 and the 'Covid Excuse'.
It was very successful with over 40 people attending.



This new way of working, allowed us to hear more stories directly from people with learning disabilities because people were more confident and happier to share them in a workshop environment.

These stories were shared with stakeholders at provider forums, the Learning Disability Partnership Board, the 'Staying Healthy' group and 'Having a Place to Live' group.

Stakeholders were interested in hearing real-life accounts and we have seen positive changes being made, as a result, including:

* Worcestershire County Council have improved their communications by involving us in making improvements to their website

* The Social Care learning disabilities team have ensured that their documents are now easier to understand

* Community Learning Disability Nurses have held some online advice and information sessions

People's Parliament members wrote to and met with local politicians including MP Harriett Baldwin and we wrote to the Health Secretary about our findings.



We are really pleased with our new way of working and plan to do the same next year.



Learning Disability/Autism Awareness Training, doing things a little differently!

SpeakEasy N.O.W. have developed a good reputation for the delivery of Learning Disability/ Autism Awareness Training.

Our Experts by Experience, usually deliver this face to face, but during Covid-19 we did things a little differently. We created an e-learning version of our Awareness Training, so that we could continue to provide this valuable service.
We delivered training to staff at Platform Housing and Public Health at Worcestershire County Council.

We will still deliver our face to face bespoke Awareness Training, but we can now offer a variety of training options to suit all needs and budgets.

Easy Read

This year we have continued to help lots of organisations in translating their documents into Easy Read.

Our Experts by Experience quality check our work to make sure that it can be easily understood. We use Photosymbols software to illustrate our documents. Photosymbols work with people with learning disabilities to create the pictures, including our own members, who love getting involved.

We have received some great feedback about our Easy Read work and our Awareness Training.

"Thank you so much for this training session, I found it very useful for my role as a Social Prescriber."

"The different adaptations we can make are really simple but really effective for those with learning disabilities."

"It was good to hear first–hand about the difficulties Experts by Experience have each experienced."

Our new website

This year we decided to have a new website built. We needed a website that was easier to navigate, has better accessibility features and be more efficient to maintain. We worked with a local web developer to achieve our goals. We are very pleased with the new website, take a look and find out more about us.



Visit us at: www.speakeasynow.org.uk we have lots of information about what we do.
We have new pages for things like our latest career opportunities, information about our county wide self-advocacy groups and you can also see our latest newsletters.

How to contact us



Call us on: 01905 774247



Email: mail@speakeasynow.org.uk



www.speakeasynow.org.uk

Like us on Facebook

Follow us on Twitter

@Speakeasynow22

Charity Number 1106914

SPEAKEASY N.O.W.

REPORT AND FINANCIAL STATEMENTS

YEAR ENDED: 31ST MARCH 2022

Registered Charity No. 1106914

SPEAKEASY N.O.W.

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LEGAL AND ADMINISTRATIVE INFORMATION

Charity Name and Number

Speakeasy N.O.W: Registered Charity No. 1106914

Trustees

R. Gallier - Co chair
J. DeSouza - Co chair
M. Ahmed - rep from Management Committee
D. Hope
L. Hancock
J. Wyatt

Principal Office

St. Richards House
22 Victoria Square
Droitwich
WR9 8DS

Independent Examiner

Ken Strange FCCA, 10 Ravenscroft Drive, Droitwich, WR9 7AP

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST MARCH 2022

The trustees present their report along with the financial statements of the charity for the year ended 31st March 2022. The financial statements have been prepared in accordance with the accounting policies set out on page 6 and comply with the charity's trust deed and applicable law.

Constitution, Objectives and Achievements

The charity is governed by a constitution. It exists to assist people in Worcestershire with learning disabilities develop their skills in self advocacy and self representation.

The year's achievements:

Although Covid-19 continued to provide some challenges, it has been a year of learning new ways of working and looking to the future. Members were pleased to be able to get back to having face to face meetings. They have been busy working on different projects and meeting with lots of people and local organisations to speak up about some important issues. Covid-19 has meant that members have learnt more about using technology and feel more confident doing things online. Nationally, Covid-19 highlighted the health inequalities faced by people with learning disabilities, making the work of our Health Checkers as important as ever.

Our People's Parliament gathered and reported the experiences of people with learning disabilities in Worcestershire during the pandemic. They challenged the 'Covid excuse' and helped local services to see how they could make changes.

We have continued to provide an Easy Read Service and have helped a diverse range of organisations to provide accessible information. We also developed an e-learning format of our Learning Disability and Autism Awareness Training. This was rolled out to Public Health and Platform Housing. We also undertook a Service Review and invested in a new website.

Governance

The trustees who have served during the year are listed on page 1. Trustees are elected each year by and from the membership at the Annual General Meeting.

The charity has both job descriptions and person specifications for its trustees and an information pack which is used as an induction tool for new trustees. This induction is undertaken by the Manager and the Chair.

Trustees' responsibilities in relation to the financial statements

Law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the charity's financial activities during the year and of its financial position at the end of the year. In preparing those financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards and statements of recommended practice have been followed subject to any departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

(cont.)

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST MARCH 2022

The trustees are responsible for keeping accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 1993. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the trustees and signed on their behalf by:

J. DeSouza - Co chair

R. Gallier - Co chair

INDEPENDENT EXAMINER REPORT
TO THE TRUSTEES OF SPEAKEASY N.O.W.

I have examined the financial statements for the year ended 31st March 2022 on pages 5 to 9 which have been prepared under the accounting policies set out on page 6.

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year (under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

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

My examination was carried out in accordance with General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the accounts.

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

(1) which gives me reasonable cause to believe that in any material respect the requirements:

- to keep accounting records in accordance with section 130 of the 2011 Act; and
- to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 Act

have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

K.L. Strange FCCA
10 Ravenscroft Drive
Droitwich
Worcs. WR9 7AP

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31ST MARCH 2022

	Notes	Unrestricted Funds	Restricted Funds	Total 2022	Total 2021
		£	£	£	£
Incoming resources					
Grants		15,516	188,350	203,866	150,952
Investment income	(2)	-	-	-	-
		15,516	188,350	203,866	150,952
Resources expended					
Charitable expenditure: Management and administration	(3)	(12,287)	(134,803)	(147,090)	(108,181)
Net incoming resources		3,229	53,547	56,776	42,771
Net movement in funds					
Balance at 1st April 2021		12,267	78,552	90,819	48,048
Reallocate		-	-	-	-
Balance at 31st March 2022		15,496	132,099	147,595	90,819

BALANCE SHEET AS AT 31ST MARCH 2022

	Notes	Unrestricted Funds	Restricted Funds	Total 2022	Total 2021
		£	£	£	£
Fixed assets					
Tangible assets	(5)	-	87	87	578
Current assets					
Cash at bank and in hand		18,774	139,433	158,207	102,580
Deposit		-	-	-	-
Debtors	(6)	2,362	10,710	13,072	792
Creditors: amounts falling due within one year	(7)	(5,640)	(18,131)	(23,771)	(13,131)
Total net assets		15,496	132,099	147,595	90,819
Funds		15,496	132,099	147,595	90,819

Approved by the trustees on 24th October 2022

and signed on its behalf by:

J. DeSouza - Co chair

R. Gallier - Co chair

NOTES FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2022

1. Principal accounting policies

(i) Accounting convention

The financial statements are prepared under the historical cost convention and in accordance with FRS105 the Financial Reporting Standard applicable to Micro-entities; Accounting and Reporting by Charities - Statement of Recommended Practice (SORP 2005) and with Charities Act 2011.

(ii) Resources expended

Expenditure included on an accruals basis. Irrecoverable VAT is charged to the financial statements as incurred.

(iii) Grants and donations are only included in the financial statements when the charity has unconditional entitlement to the resources.

(iv) Investment income is included in the financial statements when receivable.

(v) All general assets costing more than £ 500 are capitalised. Depreciation on furniture and equipment is charged on a straight line basis at 25%.

(vi) Fund Accounting

Taxation
The Charity is exempt from tax on its charitable activities.

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature of each fund is included in the notes to the financial statements.

2. Investment income

	2022 £	2021 £
Interest on cash deposits	-	-
	-	-

NOTES FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2022

3. Management and administration

	2022 £	2021 £
Staff costs	108,450	87,579
Office rental and costs	5,546	5,429
Sub-Contract/Professional Fees	3,517	937
Accountancy	400	400
Bad debt	-	-
Travelling	1,037	415
Sundry expenses	14,676	10,673
Depreciation	598	865
Conference/Meeting	2,354	245
Book-keeping	1,980	1,638
Advertising/Website	8,532	-
	147,090	108,181

4. Staff costs and trustees' remuneration

	2022 £	2021 £
Salaries	107,399	87,114
Pension	1,051	465
	108,450	87,579

The average weekly number of employees during the year, calculated on a full time equivalent basis, was:	5	4

No employee received remuneration amounting to more than £50,000 in either year.

Trustees received no remuneration (2021 - £Nil) and were not reimbursed for any of their expenses in the year (2021 - £Nil).

NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST MARCH 2022

5. Tangible fixed assets

	Furniture and equipment £
Cost	
At 1st April 2021	6,988
Additions	107
At 31st March 2022	7,095
Depreciation	
At 1st April 2021	6,410
Charge for the year	598
At 31st March 2022	7,008
Net book value	
At 31st March 2022	87
At 31st March 2021	578

6. Debtors

	2022 £	2021 £
Grant	10,710	115
Prepayment	2,362	677
	13,072	792

7. Creditors: Amounts falling due within one year

	2022 £	2021 £
Deferred income	18,131	12,500
Other creditors	5,640	631
	23,771	13,131

INCOME AND EXPENDITURE STATEMENT

For the year ended 31st March 2022

	£	£	£
Health Checker			
Grant/Income		60,219	
Less: Costs			
Salary	33,374		
Rent	724		
Travel	308		
Other	5,845		
		40,251	
			19,968
Voices			
Grant		36,810	
Less: Costs			
Salary and Sub-Contract	26,825		
Rent	462		
Travel	512		
Other	5,065		
		32,864	
			3,946
Easy Read			
Grant		4,685	
Less: Costs			
Wages and Sub-Contract	200		
Travel	-		
Rent	59		
Other	407		
		666	
			4,019
NHSE Experts			
Grant		19,033	
Salary and Sub-Contract	630		
Rent	564		
Other	3,925		
		5,119	
			13,914
Speak Up			
Grant		72,288	
Salary and Sub-Contract	42,609		
Rent	1,644		
Other	12,316		
		56,569	
			15,719
c/f			57,566

INCOME AND EXPENDITURE STATEMENT

For the year ended 31st March 2022

		£	£	£
	b/f			57,566
Service Review				
Grant/Income			5,000	
Less: Costs				
Salary		-		
Rent		316		
Travel		-		
Other		2,313		
			2,629	
				2,371
Other				
Grant			5,831	
Less: Costs				
Salary and Sub-Contract		4,812		
Rent		472		
Travel		-		
Other		3,708		
			8,992	
				(3,161)
SURPLUS FOR YEAR				£ 56,776

RESERVES ANALYSIS 2022

DETAIL	PROJECT	TOTAL
Restricted Reserves		
Health Checker	24	74,663
Community Voices	86	(3,203)
Voices	80	3,946
NHSE Exports	170	17,641
Speak Up	150	39,052
		132,099
Unrestricted Reserves		
Core Advocacy	999	(2,496)
Easy Read	23	15,622
Service Review	160	2,370
		15,496
		£ 147,595

SPEAKEASY N.O.W.

REPORT AND FINANCIAL STATEMENTS

YEAR ENDED: 31ST MARCH 2022

Registered Charity No. 1106914

SPEAKEASY N.O.W.

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LEGAL AND ADMINISTRATIVE INFORMATION

Charity Name and Number

Speakeasy N.O.W: Registered Charity No. 1106914

Trustees

R. Gallier - Co chair
J. DeSouza - Co chair
M. Ahmed - rep from Management Committee
D. Hope
L. Hancock
J. Wyatt

Principal Office

St. Richards House
22 Victoria Square
Droitwich
WR9 8DS

Independent Examiner

Ken Strange FCCA, 10 Ravenscroft Drive, Droitwich, WR9 7AP

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST MARCH 2022

The trustees present their report along with the financial statements of the charity for the year ended 31st March 2022. The financial statements have been prepared in accordance with the accounting policies set out on page 6 and comply with the charity's trust deed and applicable law.

Constitution, Objectives and Achievements

The charity is governed by a constitution. It exists to assist people in Worcestershire with learning disabilities develop their skills in self advocacy and self representation.

The year's achievements:

Although Covid-19 continued to provide some challenges, it has been a year of learning new ways of working and looking to the future. Members were pleased to be able to get back to having face to face meetings. They have been busy working on different projects and meeting with lots of people and local organisations to speak up about some important issues. Covid-19 has meant that members have learnt more about using technology and feel more confident doing things online. Nationally, Covid-19 highlighted the health inequalities faced by people with learning disabilities, making the work of our Health Checkers as important as ever.

Our People's Parliament gathered and reported the experiences of people with learning disabilities in Worcestershire during the pandemic. They challenged the 'Covid excuse' and helped local services to see how they could make changes.

We have continued to provide an Easy Read Service and have helped a diverse range of organisations to provide accessible information. We also developed an e-learning format of our Learning Disability and Autism Awareness Training. This was rolled out to Public Health and Platform Housing. We also undertook a Service Review and invested in a new website.

Governance

The trustees who have served during the year are listed on page 1. Trustees are elected each year by and from the membership at the Annual General Meeting.

The charity has both job descriptions and person specifications for its trustees and an information pack which is used as an induction tool for new trustees. This induction is undertaken by the Manager and the Chair.

Trustees' responsibilities in relation to the financial statements

Law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the charity's financial activities during the year and of its financial position at the end of the year. In preparing those financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards and statements of recommended practice have been followed subject to any departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

(cont.)

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST MARCH 2022

The trustees are responsible for keeping accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 1993. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the trustees and signed on their behalf by:

J. DeSouza - Co chair

R. Gallier - Co chair

INDEPENDENT EXAMINER REPORT
TO THE TRUSTEES OF SPEAKEASY N.O.W.

I have examined the financial statements for the year ended 31st March 2022 on pages 5 to 9 which have been prepared under the accounting policies set out on page 6.

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year (under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

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

My examination was carried out in accordance with General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the accounts.

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

(1) which gives me reasonable cause to believe that in any material respect the requirements:

- to keep accounting records in accordance with section 130 of the 2011 Act; and
- to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 Act

have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

K.L. Strange FCCA
10 Ravenscroft Drive
Droitwich
Worcs. WR9 7AP

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31ST MARCH 2022

	Notes	Unrestricted Funds	Restricted Funds	Total 2022	Total 2021
		£	£	£	£
Incoming resources					
Grants		15,516	188,350	203,866	150,952
Investment income	(2)	-	-	-	-
		15,516	188,350	203,866	150,952
Resources expended					
Charitable expenditure: Management and administration	(3)	(12,287)	(134,803)	(147,090)	(108,181)
Net incoming resources		3,229	53,547	56,776	42,771
Net movement in funds					
Balance at 1st April 2021		12,267	78,552	90,819	48,048
Reallocate		-	-	-	-
Balance at 31st March 2022		15,496	132,099	147,595	90,819

BALANCE SHEET AS AT 31ST MARCH 2022

	Notes	Unrestricted Funds	Restricted Funds	Total 2022	Total 2021
		£	£	£	£
Fixed assets					
Tangible assets	(5)	-	87	87	578
Current assets					
Cash at bank and in hand		18,774	139,433	158,207	102,580
Deposit		-	-	-	-
Debtors	(6)	2,362	10,710	13,072	792
Creditors: amounts falling due within one year	(7)	(5,640)	(18,131)	(23,771)	(13,131)
Total net assets		15,496	132,099	147,595	90,819
Funds		15,496	132,099	147,595	90,819

Approved by the trustees on 24th October 2022

and signed on its behalf by:

J. DeSouza - Co chair

R. Gallier - Co chair

NOTES FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2022

1. Principal accounting policies

(i) Accounting convention

The financial statements are prepared under the historical cost convention and in accordance with FRS105 the Financial Reporting Standard applicable to Micro-entities; Accounting and Reporting by Charities - Statement of Recommended Practice (SORP 2005) and with Charities Act 2011.

(ii) Resources expended

Expenditure included on an accruals basis. Irrecoverable VAT is charged to the financial statements as incurred.

(iii) Grants and donations are only included in the financial statements when the charity has unconditional entitlement to the resources.

(iv) Investment income is included in the financial statements when receivable.

(v) All general assets costing more than £ 500 are capitalised. Depreciation on furniture and equipment is charged on a straight line basis at 25%.

(vi) Fund Accounting

Taxation
The Charity is exempt from tax on its charitable activities.

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature of each fund is included in the notes to the financial statements.

2. Investment income

	2022 £	2021 £
Interest on cash deposits	-	-
	-	-

NOTES FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2022

3. Management and administration

	2022 £	2021 £
Staff costs	108,450	87,579
Office rental and costs	5,546	5,429
Sub-Contract/Professional Fees	3,517	937
Accountancy	400	400
Bad debt	-	-
Travelling	1,037	415
Sundry expenses	14,676	10,673
Depreciation	598	865
Conference/Meeting	2,354	245
Book-keeping	1,980	1,638
Advertising/Website	8,532	-
	147,090	108,181

4. Staff costs and trustees' remuneration

	2022 £	2021 £
Salaries	107,399	87,114
Pension	1,051	465
	108,450	87,579

The average weekly number of employees during the year, calculated on a full time equivalent basis, was:	5	4

No employee received remuneration amounting to more than £50,000 in either year.

Trustees received no remuneration (2021 - £Nil) and were not reimbursed for any of their expenses in the year (2021 - £Nil).

NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST MARCH 2022

5. Tangible fixed assets

	Furniture and equipment £
Cost	
At 1st April 2021	6,988
Additions	107
At 31st March 2022	7,095
Depreciation	
At 1st April 2021	6,410
Charge for the year	598
At 31st March 2022	7,008
Net book value	
At 31st March 2022	87
At 31st March 2021	578

6. Debtors

	2022 £	2021 £
Grant	10,710	115
Prepayment	2,362	677
	13,072	792

7. Creditors: Amounts falling due within one year

	2022 £	2021 £
Deferred income	18,131	12,500
Other creditors	5,640	631
	23,771	13,131

INCOME AND EXPENDITURE STATEMENT

For the year ended 31st March 2022

	£	£	£
Health Checker			
Grant/Income		60,219	
Less: Costs			
Salary	33,374		
Rent	724		
Travel	308		
Other	5,845		
		40,251	
			19,968
Voices			
Grant		36,810	
Less: Costs			
Salary and Sub-Contract	26,825		
Rent	462		
Travel	512		
Other	5,065		
		32,864	
			3,946
Easy Read			
Grant		4,685	
Less: Costs			
Wages and Sub-Contract	200		
Travel	-		
Rent	59		
Other	407		
		666	
			4,019
NHSE Experts			
Grant		19,033	
Salary and Sub-Contract	630		
Rent	564		
Other	3,925		
		5,119	
			13,914
Speak Up			
Grant		72,288	
Salary and Sub-Contract	42,609		
Rent	1,644		
Other	12,316		
		56,569	
			15,719
c/f			57,566

INCOME AND EXPENDITURE STATEMENT

For the year ended 31st March 2022

		£	£	£
	b/f			57,566
Service Review				
Grant/Income			5,000	
Less: Costs				
Salary		-		
Rent		316		
Travel		-		
Other		2,313		
			2,629	
				2,371
Other				
Grant			5,831	
Less: Costs				
Salary and Sub-Contract		4,812		
Rent		472		
Travel		-		
Other		3,708		
			8,992	
				(3,161)
SURPLUS FOR YEAR				£ 56,776

RESERVES ANALYSIS 2022

DETAIL	PROJECT	TOTAL
Restricted Reserves		
Health Checker	24	74,663
Community Voices	86	(3,203)
Voices	80	3,946
NHSE Exports	170	17,641
Speak Up	150	39,052
		132,099
Unrestricted Reserves		
Core Advocacy	999	(2,496)
Easy Read	23	15,622
Service Review	160	2,370
		15,496
		£ 147,595

SPEAKEASY NOW

England & Wales - Charity number 1106914

Accounts

Annual Report

April 2020 – March 2021

www.speakeasynow.org.uk

Charity number 1106914



A year of overcoming challenges

“Making Voices Even Stronger”

Introduction



During these unprecedented times it has been an absolute delight to be a Trustee for an organisation that has not only adapted to working remotely but has continued to thrive.

By being both collaborative and straightforward Speakeasy has ensured that those of us, in the community, who have trouble at the best of times in communicating, have been able to feel supported, signposted and listened to.

Jacqui
Board of Trustees, Co-chair

It was a difficult year last year because of Covid-19.

My mum had to move into nursing care and I had to find a flat to live on my own. This was all held up because of Covid-19.



It`s been an anxious time for everyone.

Some of our members have felt scared to go out and lonely when it was the lockdown. But we have still carried on working at Speakeasy in a different way.

We`ve had chat groups and done quizzes on FaceTime and our "Cookalong" group have continued to meet up and cook together, that's been fun. We have had some laughs and felt less alone through doing this. Zoom has been more difficult for some but a new experience for others.

Ray
Board of Trustees, Co-chair



I would like to thank everyone at Speakeasy N.O.W for pulling together and yet still achieving so much, for people with learning disabilities, during this last year.

In adapting the way, we work, it`s made us focus more on what`s important to our members as well as in our own lives within our own communities.

The icing on the cake has been our successful application for Community Lottery funding which will allow us to grow and develop our services to be more sustainable over the next 4 years.

Sandra
Chief Officer

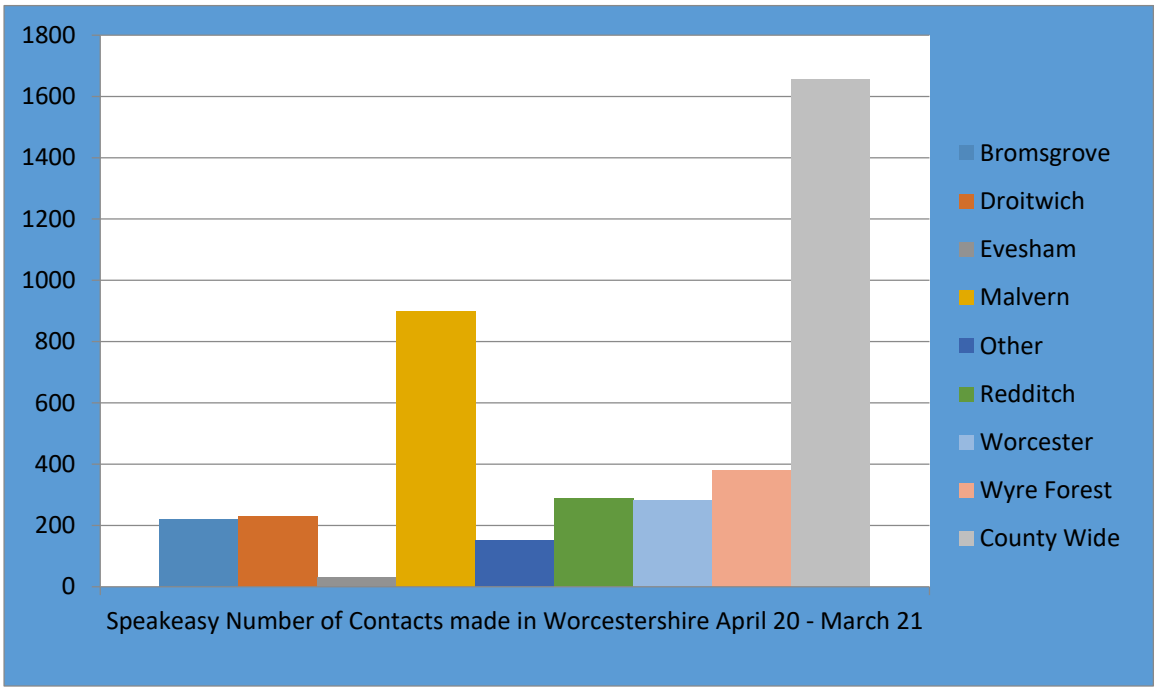
A year of overcoming challenges

It's been a challenging year for everyone. When Covid-19 hit and we went into lockdown, Speakeasy N.O.W. were all set up to continue their work remotely.

We changed the way we worked with our Expert Members, colleagues and other organisations. We supported people in lots of ways and ensured that we shared accessible easy read information, to keep people up-to-date with the latest guidelines.



Our meetings continued using Zoom and other methods of communication to reach out.



Speakeasy N.O.W. staff made over **4,200 contacts** with our members and other stakeholders in Worcestershire during the lockdown between April 2020 and March 2021.

We also sent out over **1,650 messages** with helpful information updates to large groups of people across the county to keep everyone informed of the latest news and how to stay safe.

People contacted us about their worries and concerns, these included things like:

Information Sharing (45%)

Isolation and loneliness (24%)

Mental Health (14%)

Physical Health (9%)

Other Reasons (5%) things like preparing for meetings, support and general reassurance.

Our Expert Members

Speakeasy N.O.W. is a user led organisation – people with real life experience speaking up for themselves and others.

Expert Members have worked diversely using new technology and found new ways of sharing information.



Our chat groups became a fun and informative way of sharing information and keeping everyone's spirits up

Our Expert Members have continued to work with Worcestershire County Council's Learning Disability Partnership Board (LDPB). This means that issues that affect them can be raised at local government level.

Our Expert Members sit on the Board with other professionals.

Our Expert Members also got involved in:

- Successfully challenging the Government on its vaccine programme priorities
- Raising issues about the quality of care with the Learning Disability Partnership Board
- Presenting to the Provider Forum on quality of care issues
- Promoting information sharing on Covid-19 guidance and advice
- Worked closely with Worcestershire People's Parliament on issues arising from Covid-19



Transforming Care Partnership (TCPs)

TCPs are made up of Clinical Commissioning Groups, NHS England's specialised commissioners and local authorities.

Transforming Care is all about improving health and care services so that more people with a learning disability and/or autistic people can live in the community, with the right support, and close to home. This means that fewer people will need to go into hospital for their care.







Rachel is our Lead Expert by Experience for our work with the TCP. Rachel sits on the panel at Care and Treatment Reviews (CTRs) to inform and advise. Rachel will review and discuss, with other professional panel members, the care and treatment plans for patients who are in locked NHS facilities.

During lockdown, these meetings took place via Microsoft Teams.

Health Checkers continued their meetings using Zoom.

The group also attended 7 Health Webinars, and 3 Health Watch Zoom Events.

Health Checkers also get involved with **LeDeR (Learning Disability Mortality (death) Review programme)**

They also they attended 3 LeDeR Priority Action Groups.

Research shows that people with a learning disability die earlier than the general public and do not receive the same quality of care as people without a learning disability.



Health Checkers have also completed questionnaires about:



- ✓ Covid-19
- ✓ GP Services
- ✓ Annual Health Checks
- ✓ Reasonable Adjustments
- ✓ Digital Access



Health Checkers chat group meeting – using Zoom

Worcestershire People's Parliament



As with our other groups, we couldn't hold our usual face to face meetings.

We held Zoom meetings every 2 weeks and extra meetings leading up to the debate.



This year our theme was **'The Coronavirus Experience for People with Learning Disabilities, in Worcestershire'**

We published this report in January 2021. It was launched in February 2021, 49 people attended on Zoom.

We held an online debate on 4th March 2021 and 51 people attended.

Here are a couple of the 17 pledges that we received:

- Worcestershire County Council Commissioners pledged to develop a communication strategy for people with learning disabilities that would underpin the Learning Disability Strategy which is currently being revised. They will also include promoting and developing opportunities for community engagement.
- Speakeasy N.O.W. to provide Learning Disability Awareness Training to a Housing Association and the Lifestyle Service Providers
- Learning Disability Social Care Teams pledged to ensure communication needs, including support to access technology, was included in support planning

Worcestershire People's Parliament Workshop discussing the effects of Covid-19



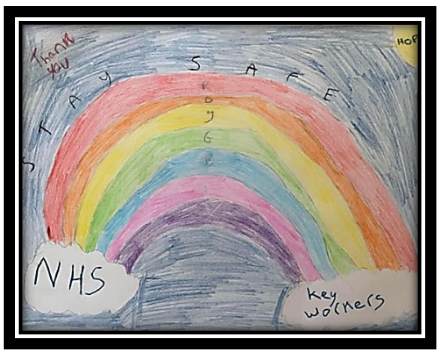
Some of the things that our Expert Members did, during lockdown



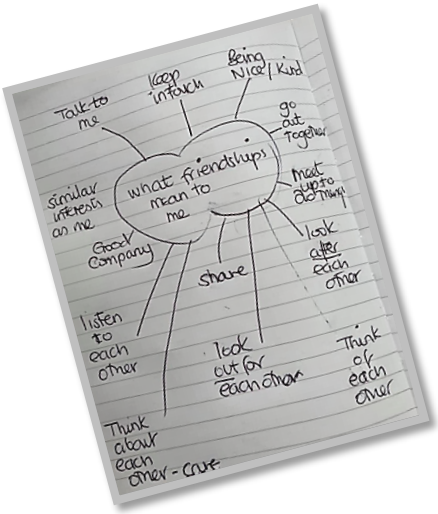




We supported the NHS with our rainbow artwork







In June 2020, during Learning Disability Week, our Expert Members talked about the importance of friendships



Our **'Online Cookalong'** became very popular and gave people some new recipe ideas - from sweet and sour dishes to mince pies!



Our talented members Ruby and Emma decided to get creative in a different way.





Our Countywide Self-Advocacy Groups

During Covid-19 our group facilitators kept in touch, with group members, using different communication methods. This could be a telephone call or even a meet up using WhatsApp.



On a sunny afternoon in July, our Comet Self-Advocacy Group members were able to hold a socially distanced meet up.

The group meet in Malvern, Worcestershire.

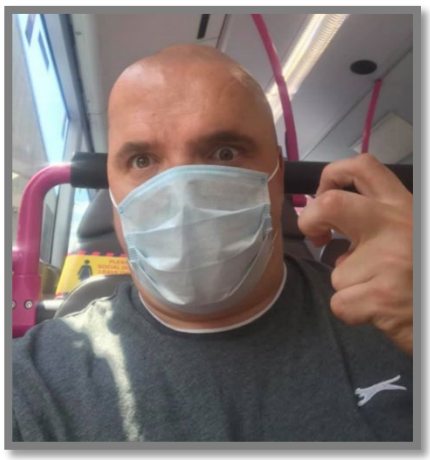
For more information about our countywide Self-Advocacy groups, email: mail@speakeasynow.org.uk

When people started to have the Covid-19 jab, a lot of people had worries and concerns.

Below, is a photo of Anne having her Covid-19 jab, she had been quite anxious but she wanted to show other people how easy and quick it actually was.

Ray also showed us how important is was to use face masks when using public transport.





SpeakUp and Connect – our new project

Towards the end of the financial year, we received the good news that the Community Lottery would fund our new project **'SpeakUp and Connect'.**









The 4-year funding will help us to continue with and expand our valuable work, across Worcestershire.

The funding will allow further development of our countywide self-advocacy groups and also expand our engagement with other organisations, to include working with our local communities.

We will also continue to work with organisations that realise the benefits of making information accessible to all, by expanding our existing **Easy Read and Learning Disability Awareness Training Team.**

Accessible Information Standard



Contact us, for more information about our Learning Disability/Autism Awareness Training and Easy Read Services. We have years of experience in making your information accessible to all.

Our training is delivered by people with real life experience. We tailor training to your needs and also provide **e-learning options**.

Email: s.rice-jones@speakeasynow.org.uk for more information about our Easy Read and Training Services.

Follow us on **Facebook @speakeasynow22**



Email us: **mail@speakeasynow.org.uk**

Our office address is:



Speakeasy N.O.W.
St Richard's House
22 Victoria Square
Droitwich
WR9 8DS



Telephone: **01905 774247**

This Annual Report is created by Speakeasy N.O.W.

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SPEAKEASY N.O.W.

REPORT AND FINANCIAL STATEMENTS

YEAR ENDED: 31ST MARCH 2021

Registered Charity No. 1106914

LEGAL AND ADMINISTRATIVE INFORMATION

Charity Name and Number

Speakeasy N.O.W: Registered Charity No. 1106914

Trustees

R. Gallier - Co chair
C. O'Neil
J. DeSouza - Co chair
R. Barrett - rep from Management Committee
D. Hope
L. Hancock

Principal Office

St. Richards House
22 Victoria Square
Droitwich
WR9 8DS

Independent Examiner

Ken Strange FCCA, 10 Ravenscroft Drive, Droitwich, WR9 7AP

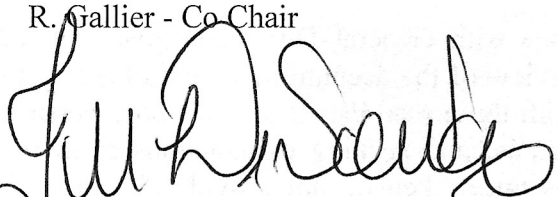
REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST MARCH 2021

The trustees are responsible for keeping accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 1993. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the trustees and signed on their behalf by:



R. Gallier - Co-Chair



J. DeSouza - Co chair

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31ST MARCH 2021

	Notes	Unrestricted Funds	Restricted Funds	Total 2021	Total 2020
		£	£	£	£
Incoming resources					
Grants		3,930	147,022	150,952	150,694
Investment income	(2)	-	-	-	-
		3,930	147,022	150,952	150,694
Resources expended					
Charitable expenditure:					
Management and administration	(3)	(527)	(107,654)	(108,181)	(150,691)
Net incoming resources		3,403	39,368	42,771	3
Net movement in funds					
Balance at 1st April 2020		8,864	39,184	48,048	48,045
Reallocate		-	-	-	-
Balance at 31st March 2021		12,267	78,552	90,819	48,048

NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST MARCH 2021

1. Principal accounting policies

(i) Accounting convention

The financial statements are prepared under the historical cost convention and in accordance with FRS105 the Financial Reporting Standard applicable to Micro-entities; Accounting and Reporting by Charities - Statement of Recommended Practice (SORP 2005) and with Charities Act 2011.

(ii) Resources expended

Expenditure included on an accruals basis. Irrecoverable VAT is charged to the financial statements as incurred.

(iii) Grants and donations are only included in the financial statements when the charity has unconditional entitlement to the resources.

(iv) Investment income is included in the financial statements when receivable.

(v) All general assets costing more than £ 500 are capitalised. Depreciation on furniture and equipment is charged on a straight line basis at 25%.

(vi) Fund Accounting

Taxation
The Charity is exempt from tax on its charitable activities.

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature of each fund is included in the notes to the financial statements.

2. Investment income

	2021 £	2020 £
Interest on cash deposits	-	-
	-	-

NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST MARCH 2021

5. Tangible fixed assets

	Furniture and equipment £
Cost	
At 1st April 2020	6,988
At 31st March 2021	6,988
Depreciation	
At 1st April 2020	5,545
Charge for the year	865
At 31st March 2021	6,410
Net book value	
At 31st March 2021	578
At 31st March 2020	1,443

6. Debtors

	2021 £	2020 £
Grant	115	555
Prepayment	677	805
	792	1,360

7. Creditors: Amounts falling due within one year

	2021 £	2020 £
Deferred income	12,500	21,440
Other creditors	631	820
	13,131	22,260

SPEAKEASY N.O.W.

RESERVES ANALYSIS 2021

DETAIL	PROJECT	TOTAL
Restricted Reserves		
Health Checker	24	54,695
Community Voices	86	(3,203)
KIT During Covid	140	23,333
Experience CTR Hub	120	716
NHSE Exports	130	3,011
		78,552
Unrestricted Reserves		
Core Advocacy	80	(14,348)
Easy Read	23	11,600
Quality Checker	90	11,937
Where Next	81	133
Events	100	(280)
Peoples Parliament	110	3,225
		12,267
		90,819