



SpeakEasy N.O.W.

Annual Report



April 2022 to March 2023

www.speakeasynow.org.uk

Easy read version by
SpeakEasy N.O.W.

using Photo
Symbols®



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.

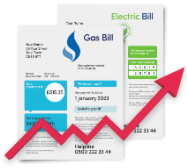


Members have taken part in sessions with Worcestershire County Council's web design team. Helping to test out their new website and giving feedback about what would make it easier to use for people with a learning disability.

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



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

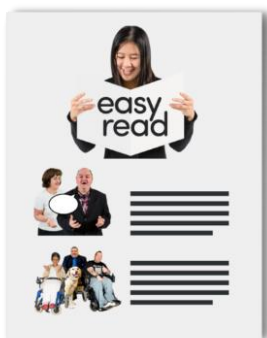


We have been working with Worcestershire Museums to deliver learning disability awareness training to staff at County Museum, Hartlebury Castle and the Commandery, Worcester.

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

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

“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
22 Victoria Square
Droitwich
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.

The year's achievements include:

Our members have helped to develop a new Learning Disability Strategy for Worcestershire. The strategy has been developed by Worcestershire's Learning Disability Partnership Board.

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

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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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. 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.

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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.

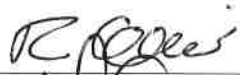
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REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST MARCH 2023

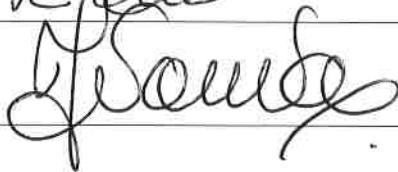
The trustees are responsible for keeping accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 1993. They are also responsible for safeguarding the assets of 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)	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
		14,215	225,413	239,628	203,866
Resources expended					
Charitable expenditure:					
Management and administration	(3)	<u>(7,206)</u>	<u>(195,233)</u>	<u>(202,439)</u>	<u>(147,090)</u>
Net incoming resources		7,009	30,180	37,189	56,776
Net movement in funds					
Balance at 1 st April 2022		<u>15,496</u>	<u>132,099</u>	<u>147,595</u>	<u>90,818</u>
Reallocate		<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Balance at 31 st March 2023		<u><u>22,505</u></u>	<u><u>162,279</u></u>	<u><u>184,784</u></u>	<u><u>147,595</u></u>

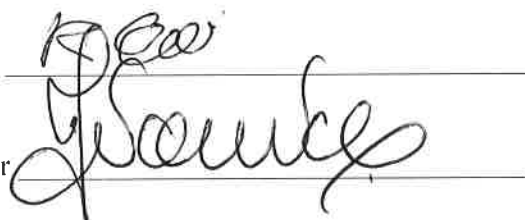
BALANCE SHEET AS AT 31ST MARCH 2023

	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		<u>22,505</u>	<u>162,279</u>	<u>184,784</u>	<u>147,595</u>
Funds		<u>22,505</u>	<u>162,279</u>	<u>184,784</u>	<u>147,595</u>

Approved by the trustees on 23rd Oct 2023 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
	<u>202,439</u>	<u>147,090</u>

4. Staff costs and trustees' remuneration

	2023	2022
	£	£
Salaries	156,157	107,399
Pension	<u>1,658</u>	<u>1,051</u>
	<u>157,815</u>	<u>108,450</u>

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

8	5
<u>==</u>	<u>==</u>

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 1 st April 2022		7,095
Additions		<u>2,331</u>
At 31 st March 2023		<u>9,426</u>
Depreciation		
At 1 st April 2022		7,008
Charge for the year		<u>255</u>
At 31 st March 2023		<u>7,263</u>
Net book value		
At 31 st March 2023		2,163
		=====
At 31 st March 2022		87
		=====
6. Debtors		
	2023	2022
	£	£
Grant	54,018	10,710
Prepayment	<u>765</u>	<u>2,362</u>
	<u>54,783</u>	<u>13,072</u>
	=====	=====
7. Creditors: Amounts falling due within one year		
	2023	2022
	£	£
Deferred income	132,266	18,131
Other creditors	<u>1,599</u>	<u>5,640</u>
	<u>133,865</u>	<u>23,771</u>
	=====	=====

INCOME AND EXPENDITURE STATEMENTFor the year ended 31st March 2023

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

INCOME AND EXPENDITURE STATEMENTFor the year ended 31st March 2023

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

RESERVES ANALYSIS 2023

DETAIL	PROJECT	TOTAL
<u>Restricted Reserves</u>		
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	<u>47,087</u>
		<u>162,280</u>
<u>Unrestricted Reserves</u>		
Core	999	(2,437)
Other	200	713
Easy Read	23	21,106
Service Review	160	<u>3,122</u>
		<u>22,504</u>
		<u>£ 184,784</u>

SPEAKEASY N.O.W.

REPORT AND FINANCIAL STATEMENTS

YEAR ENDED: 31ST MARCH 2023

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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.

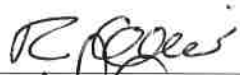
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REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST MARCH 2023

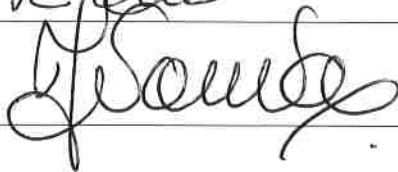
The trustees are responsible for keeping accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 1993. They are also responsible for safeguarding the assets of 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 Acthave 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 1 st April 2022		15,496	132,099	147,595	90,818
Reallocate		-	-	-	-
Balance at 31 st March 2023		22,505	162,279	184,784	147,595

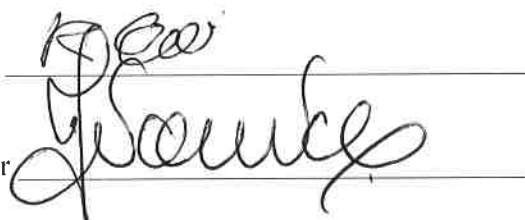
BALANCE SHEET AS AT 31ST MARCH 2023

	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		<u>22,505</u>	<u>162,279</u>	<u>184,784</u>	<u>147,595</u>
Funds		<u>22,505</u>	<u>162,279</u>	<u>184,784</u>	<u>147,595</u>

Approved by the trustees on 23rd Oct 2023 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
	<u>202,439</u>	<u>147,090</u>

4. Staff costs and trustees' remuneration

	2023	2022
	£	£
Salaries	156,157	107,399
Pension	<u>1,658</u>	<u>1,051</u>
	<u>157,815</u>	<u>108,450</u>

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

8	5
<u>==</u>	<u>==</u>

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 1 st April 2022		7,095
Additions		<u>2,331</u>
At 31 st March 2023		<u>9,426</u>
Depreciation		
At 1 st April 2022		7,008
Charge for the year		<u>255</u>
At 31 st March 2023		<u>7,263</u>
Net book value		
At 31 st March 2023		2,163
		=====
At 31 st March 2022		87
		=====
6. Debtors		
	2023	2022
	£	£
Grant	54,018	10,710
Prepayment	<u>765</u>	<u>2,362</u>
	<u>54,783</u>	<u>13,072</u>
	=====	=====
7. Creditors: Amounts falling due within one year		
	2023	2022
	£	£
Deferred income	132,266	18,131
Other creditors	<u>1,599</u>	<u>5,640</u>
	<u>133,865</u>	<u>23,771</u>
	=====	=====

INCOME AND EXPENDITURE STATEMENTFor the year ended 31st March 2023

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

INCOME AND EXPENDITURE STATEMENTFor the year ended 31st March 2023

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

RESERVES ANALYSIS 2023

DETAIL	PROJECT	TOTAL
<u>Restricted Reserves</u>		
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	<u>47,087</u>
		<u>162,280</u>
<u>Unrestricted Reserves</u>		
Core	999	(2,437)
Other	200	713
Easy Read	23	21,106
Service Review	160	<u>3,122</u>
		<u>22,504</u>
		<u>£ 184,784</u>

