



SpeakEasy N.O.W.

Annual Report



April 2023 to March 2024

www.speakeasynow.org.uk

www.speakeasynow.org.uk

Charity number 1106914

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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



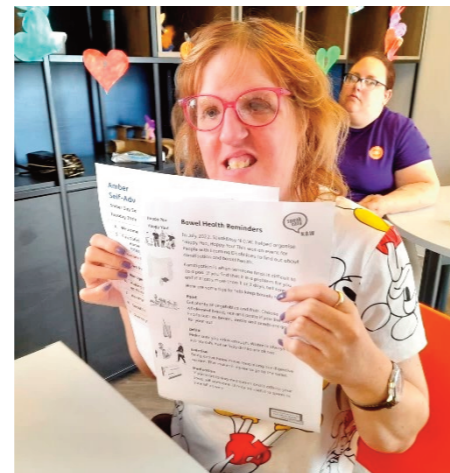
Over the last year we have put lots of information into Easy Read. This includes information leaflets and local consultations and surveys, so that people with a learning disability can give their feedback.

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.



People's Parliament



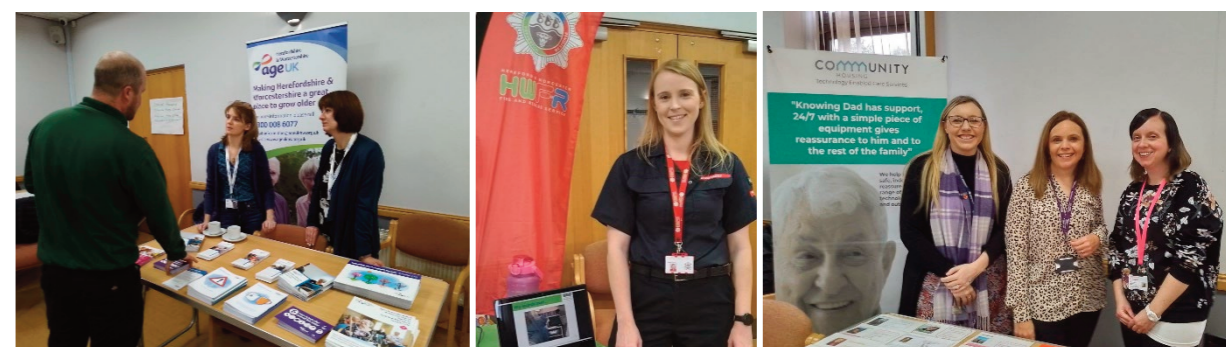
Each year our People's Parliament team pick a topic that is important to people with a learning disability.

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



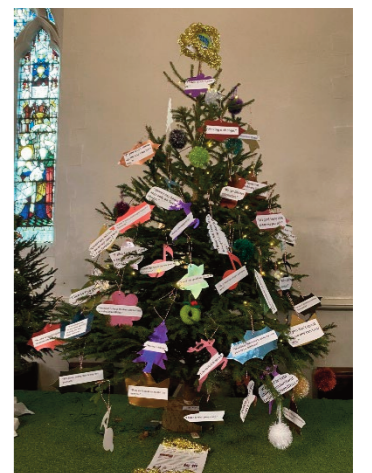
UK government and elections



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.

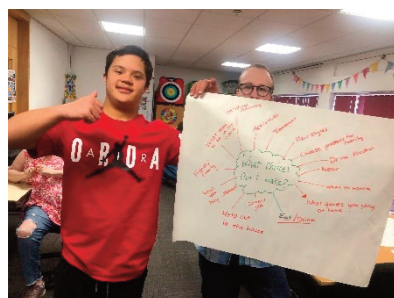
This year we continued to run our monthly SpeakUp groups

- 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
Profit & Loss By Activity

Trustees Report
Date

31/03/2024

	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
By Month													
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

		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	
	Voices												
	£	£	£	£	£	£						£	
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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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.

SPEAKEASY NOW

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

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.

SPEAKEASY NOW

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

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).

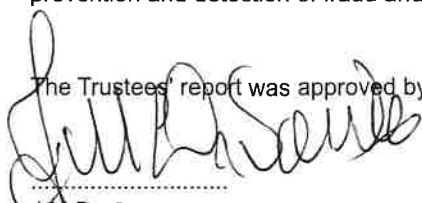
The law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the incoming resources and application of resources of the Charity for that year.

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

		Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
	Notes						
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		<u>12,023</u>	<u>364,213</u>	<u>376,236</u>	<u>14,216</u>	<u>225,412</u>	<u>239,628</u>
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		<u>13,964</u>	<u>245,355</u>	<u>259,319</u>	<u>7,208</u>	<u>195,231</u>	<u>202,439</u>
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		<u>22,504</u>	<u>162,280</u>	<u>184,784</u>	<u>15,496</u>	<u>132,099</u>	<u>147,595</u>
Fund balances at 31 March 2024		<u>20,563</u>	<u>281,138</u>	<u>301,701</u>	<u>22,504</u>	<u>162,280</u>	<u>184,784</u>

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

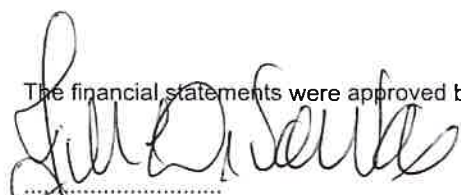
SPEAKEASY NOW

BALANCE SHEET

AS AT 31 MARCH 2024

	Notes	2024 £	£	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

SPEAKEASY NOW

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

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.

SPEAKEASY NOW

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

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.

SPEAKEASY NOW

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

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
	<u>8,055</u>	<u>361,852</u>	<u>369,907</u>	<u>14,216</u>	<u>225,412</u>	<u>239,628</u>

3 Income from investments

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

SPEAKEASY NOW

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

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	-	-	-
	<u>3,230</u>	<u>2,361</u>	<u>5,591</u>	<u>-</u>	<u>-</u>	<u>-</u>

5 Expenditure on raising funds

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Fundraising and publicity		
Advertising	390	321
	<u>390</u>	<u>321</u>

SPEAKEASY NOW

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

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	-
	<u>252,119</u>	<u>196,563</u>
Share of support and governance costs (see note 7)		
Support	<u>6,810</u>	<u>5,555</u>
	<u>258,929</u>	<u>202,118</u>
Analysis by fund		
Unrestricted funds	<u>13,574</u>	<u>6,887</u>
Restricted funds	<u>245,355</u>	<u>195,231</u>
	<u>258,929</u>	<u>202,118</u>

7 Support costs allocated to activities

	2024 £	2023 £
Governance costs	<u>6,810</u>	<u>5,555</u>
Analysed between:		
Charitable expenditure	<u>6,810</u>	<u>5,555</u>

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	<u>609</u>	<u>255</u>

SPEAKEASY NOW

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

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.

SPEAKEASY NOW

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

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

SPEAKEASY NOW

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

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

	2024 £	2023 £
Defined contribution schemes		
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

SPEAKEASY NOW

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

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)	-
	<u>132,099</u>	<u>225,412</u>	<u>(195,231)</u>	<u>162,280</u>

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	<u>22,504</u>	<u>12,023</u>	<u>(13,964)</u>	<u>20,563</u>
Previous year:	At 1 April 2022 £	Incoming resources £	Resources expended £	At 31 March 2023 £
General funds	<u>15,496</u>	<u>14,216</u>	<u>(7,208)</u>	<u>22,504</u>

SPEAKEASY NOW

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

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
	<u>20,563</u>	<u>281,138</u>	<u>301,701</u>
	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
	<u>22,504</u>	<u>162,280</u>	<u>184,784</u>

20 Related party transactions

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

