

SpeakEasy N.O.W.

Annual Report

2024 - 2025



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.



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.



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.



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



Telling my story

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



Reddi-to-Talk



Severn Source

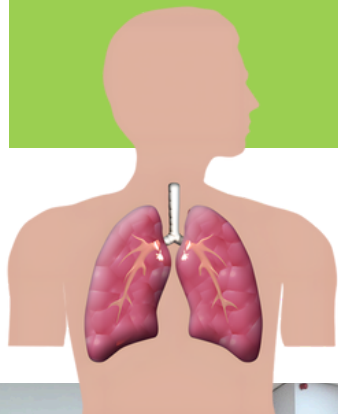
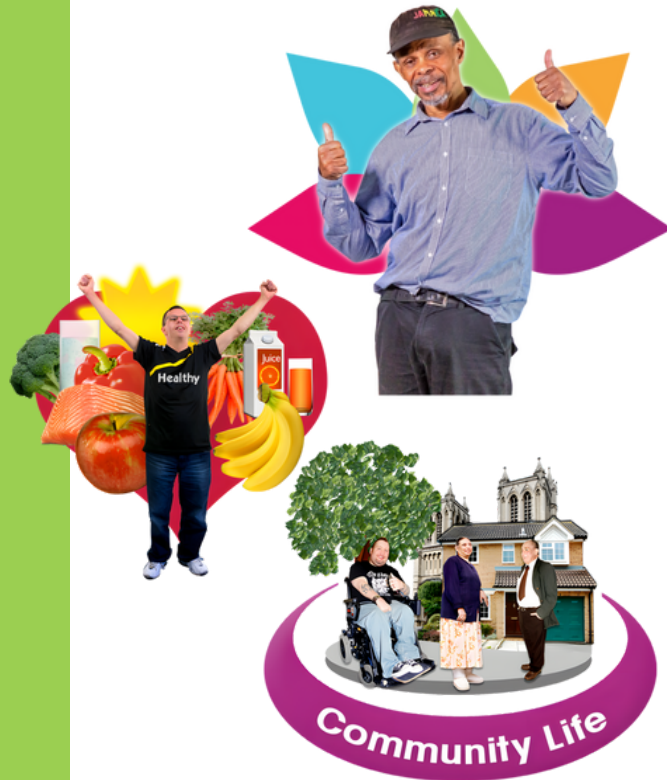


Reach

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.

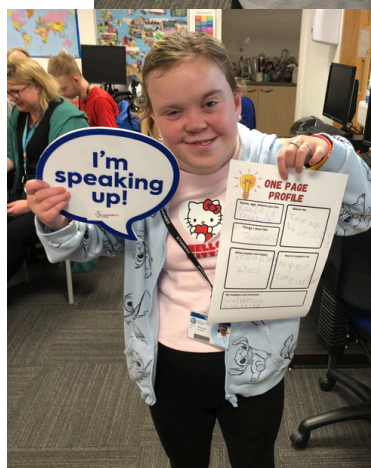
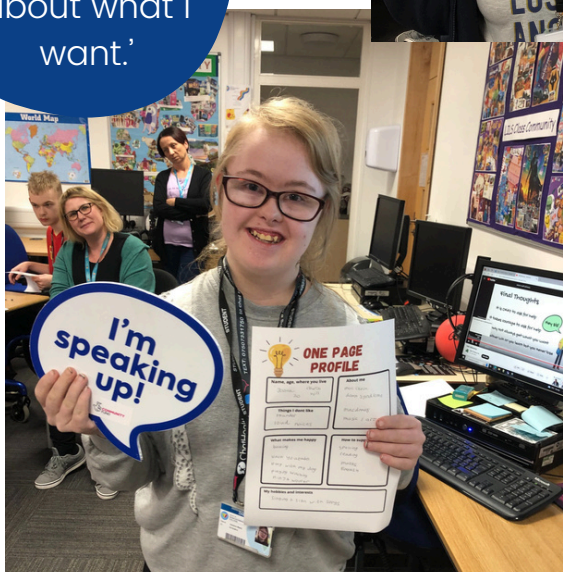
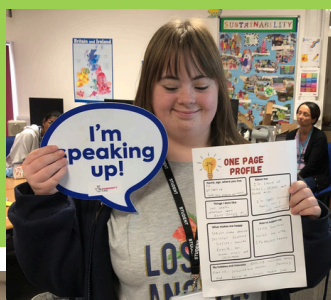
These cover lots of the important topics we cover at our SpeakUp groups, with a real emphasis on empowering young people to have a voice.



'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

'This has made me feel a lot stronger'

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.



'I learnt a lot about relationships'

'Meeting new people'

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'

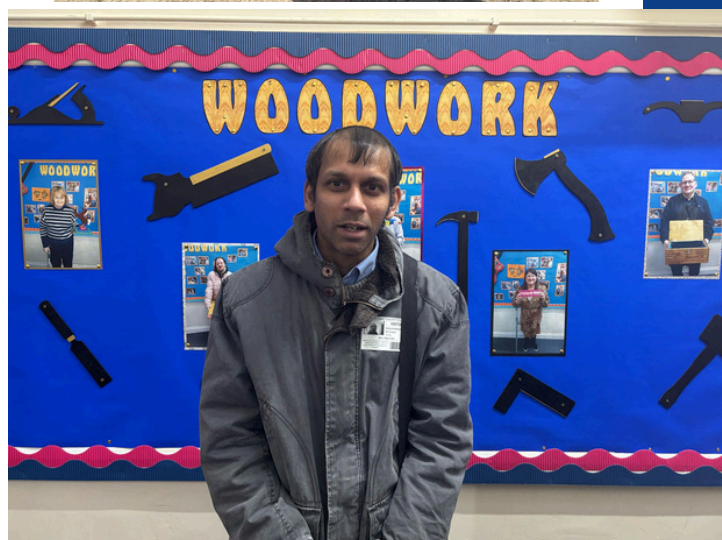
'I liked the group discussions'



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.



Questions

?

1. What do you think about it?

☐ Good

☐ Bad

☒ Not sure



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

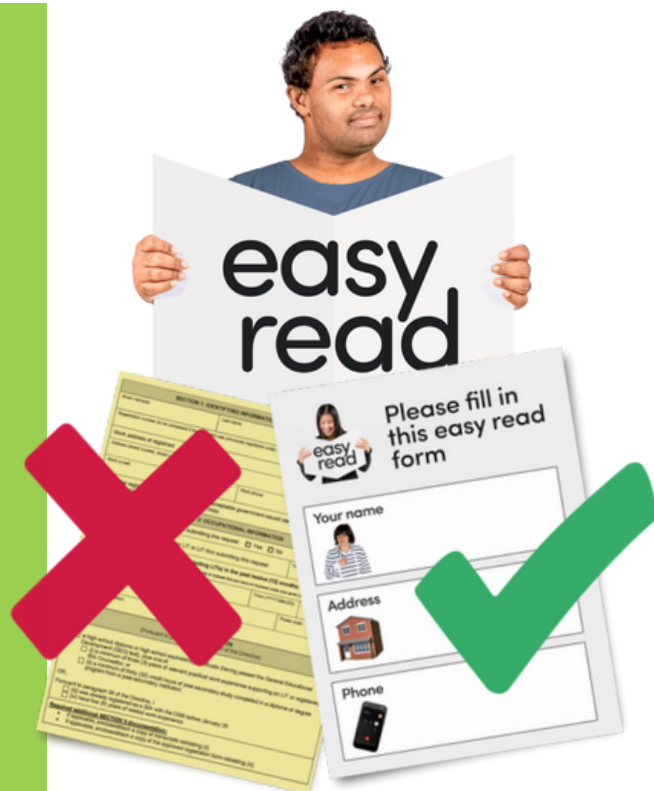


Our Co-Trainers have now helped to deliver training to over 2,000 health and social care staff across Herefordshire and Worcestershire. They have really grown in confidence and received some fantastic feedback. As Health Checkers they know how important the training is and are able to talk about some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



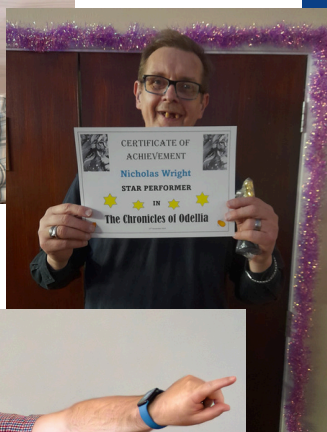
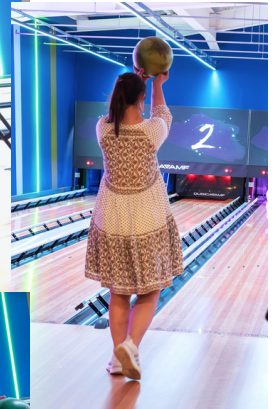
This year we have also been working with Photosymbols, the online photo library we use to make Easy Read. They have been holding regular meetings with our members to get feedback about how they are developing their photo library and new Artificial Intelligence (AI) technology.



 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



Speakeasy N.O.W
Profit & Loss By Activity

Trustees Report
Date

31/03/2025

	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
By Month												
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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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.

SPEAKEASY NOW

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

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

Mr J Monk

(Resigned 6 February 2025)

(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.

SPEAKEASY NOW

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Statement of Trustees' responsibilities

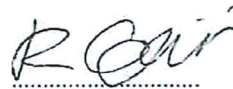
The Trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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



.....
Ms J M De Sousa
Trustee

Date: 18/06/25



.....
Mr R Gallier
Trustee

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

		Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
	Notes						
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		<u>4,340</u>	<u>237,461</u>	<u>241,801</u>	<u>12,023</u>	<u>364,213</u>	<u>376,236</u>
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		<u>371</u>	<u>296,289</u>	<u>296,660</u>	<u>13,964</u>	<u>245,355</u>	<u>259,319</u>
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		<u>24,532</u>	<u>222,310</u>	<u>246,842</u>	<u>20,563</u>	<u>281,138</u>	<u>301,701</u>

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

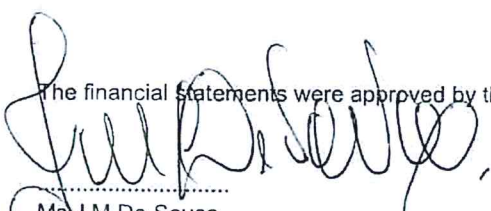
SPEAKEASY NOW

BALANCE SHEET

AS AT 31 MARCH 2025

	Notes	2025 £	£	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

SPEAKEASY NOW

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

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.

SPEAKEASY NOW

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

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.

SPEAKEASY NOW

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

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

SPEAKEASY NOW

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

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
	<u>1,200</u>	<u>450</u>	<u>1,650</u>	<u>3,230</u>	<u>2,361</u>	<u>5,591</u>

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
	<u>-</u>	<u>330</u>	<u>330</u>	<u>390</u>	<u>-</u>	<u>390</u>

SPEAKEASY NOW

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

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
	<u>290,319</u>	<u>252,119</u>
Share of support and governance costs (see note 7)		
Support	4,891	6,810
Governance	1,120	-
	<u>296,330</u>	<u>258,929</u>
Analysis by fund		
Unrestricted funds	371	13,574
Restricted funds	295,959	245,355
	<u>296,330</u>	<u>258,929</u>

7 Support costs allocated to activities

	2025 £	2024 £
Governance costs	<u>6,011</u>	<u>6,810</u>
Analysed between:		
Charitable expenditure	<u>6,011</u>	<u>6,810</u>

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.

SPEAKEASY NOW

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

9 Employees

The average monthly number of employees during the year was:

	2025 Number	2024 Number
	7	7
	<u>7</u>	<u>7</u>

Employment costs

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

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	<u>31,085</u>	<u>29,251</u>

10 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 2025

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.

SPEAKEASY NOW

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

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
	<u>281,138</u>	<u>237,461</u>	<u>(296,289)</u>	<u>222,310</u>
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
	<u>162,280</u>	<u>364,213</u>	<u>(245,355)</u>	<u>281,138</u>

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.

SPEAKEASY NOW

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

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

SPEAKEASY NOW

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

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	-
	<u>2,784</u>	<u>-</u>

19 Related party transactions

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